

Kristi Schwiebert, Superintendent
Cambrian School District
4115 Jackson Drive
San Jose, CA 95124

Re: Initial Proposal

Dear Ms. Schwiebert,

The California School Employees Association and its local Chapter 641 are submitting its "initial bargaining proposal" in accordance with Section 3547 of the Government Code for the upcoming reopener negotiations (2023/2024).

Article 11 (Salary)

CSEA has an interest in negotiating a fair and competitive wage increase.

Article 13 (Fringe Benefits)

CSEA has an interest in increasing the District's contribution to the health and welfare plan.

Article 9 (Work Year/Hours and Overtime)

CSEA has an interest in negotiating changes to classified training procedures.

Sincerely,

Robin James-Utgaard

Robin James-Utgaard
Labor Relations Representative
CSEA

02/15/2023

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