

Kristi Schwiebert, Superintendent
Cambrian School District
4115 Jacksol 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 (2024/2025).

Article 11 (Salary)

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

Article 13 (Fringe Benefits)

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

Article 9 (Work Year/Hours and Overtime)

CSEA has an interest in negotiating additional workdays to the work years of various bargaining unit job classifications.

Sincerely,



Robin James-Utigaard
Labor Relations Representative
CSEA

12/8/2023