



California  
School  
Employees  
Association

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Matthew "Shane" Dishman  
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Member of the AFL-CIO

The nation's largest  
independent classified  
employee association



March 24, 2022

Via Electronic:  
[schwiebertk@Cambriansd.com](mailto:schwiebertk@Cambriansd.com)

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

**RE: Initial Proposal**

Dear Superintendent, Schwiebert:

The California School Employees Association and its local Chapter 641 (CSEA) are submitting its initial bargaining proposals in accordance with Section 3547 of the Government Code for successor negotiations (2022/2023).

CSEA respectfully submits the following bargaining proposals:

**ARTICLE IX – WORK YEAR/HOURS AND OVERTIME**

CSEA has an interest in increasing the Instructional Aide work year.

**ARTICLE XI – SALARY**

CSEA has an interest in a fair and equitable increase to salary.

**ARTICLE XIII – FRINGE BENEFITS**

CSEA has an interest in a fair and equitable increase to the health benefits cap.

**ARTICLE XXIII – TERM OF AGREEMENT**

CSEA has an interest in a new three (3) year contract term.

If you have any questions, please feel free to contact me directly.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Nathan Jennings  
Labor Relations Representative

NJ/mc

C: Beverly Merrel, Chapter President 641; Sharon Calhoun, Regional Representative 23; Machel Kessinger, Area C Director; Debra Cole, Field Director; Chapter 641 File.

*Our mission: To improve the lives of our members, students and community.*