



California School
Employees Association

**California School Employee Association and its California
Military Institute Chapter 778 Initial Proposal Date: April 2,
2025**

In accordance with Article 28 – ‘Duration’ of the California School Employees Association and its Chapter 778’s (CSEA) and the California Military Institute (District) Collective Bargaining Agreement (CBA), CSEA offers the following initial proposal for the 2025/2026 reopener negotiations.

1. Open Article 10 – Pay and Allowances

- a. CSEA proposes a fair and equitable compensation increase effective July 1, 2025 while adjusting the classified salary schedule to protect classified wages.
- b. CSEA proposes to increase regular rates of pay to levels that appropriately reflect K-12 public school funding cost of living adjustments and market competitiveness.
- c. CSEA proposes meaningful adjustments to Longevity benefits with increases commensurate with the surrounding market.

2. Open Article 11 - Health and Welfare Benefits

- a. CSEA proposes an increase to the H&W benefits for unit members by providing unit members with improved access to medical insurance at better costs. CSEA further seeks to increase classified representation on the topic of health and welfare.
- b. CSEA proposes to continue negotiating improvements to the quality of the classified health and welfare program while reducing costs.

3. Open Article 16 - Leaves

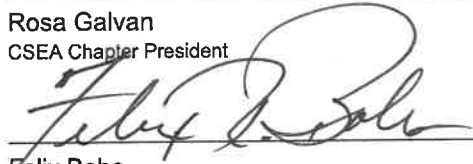
- a. CSEA proposes amendments to increase bargaining unit member's discretion into the use of Personal Leave.

CSEA reserves the right to open different topics during the reopener agreement negotiations, subject to the appropriate notice requirements under the law and CSEA policies.

**Please place this Proposal on the next Board of Education agenda in compliance with California's Brown Act, and Government Code 3547(a) of the Education Employment Relations Act or "EERA"). In addition, please contact Kevin Reyes, CSEA Labor Relations Representative to coordinate dates with the CSEA negotiation team to begin bargaining sessions on the above topics.
Submitted by the CSEA Negotiations Committee on April 2, 2025**



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CSEA Chapter President



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 4-2-2025

Kevin Reyes
CSEA Labor Relations Representative