



California School Employees Association and its

Perris Valley, Chapter 469

Initial Proposal

July 1, 2025 to June 30, 2028 Successor Contract Negotiations

*In accordance with the Educational Employment Relations Act, (EERA) and specifically Article 8, Public Notice Section 3547 (a), "All initial proposals of exclusive representatives and of public-school employers, which relate to matters within the scope of representation, shall be presented at a public meeting of the public-school employer and thereafter shall be public record." CSEA offers the following initial proposal (IP) for the 2025-2028 successor negotiations.*

#### **ARTICLE 4 – UNIT MEMBER RIGHTS**

Section 4.3: CSEA and its Perris Valley #469 Chapter proposes updating probationary period language to reflect the changes made to AB 1353.

#### **ARTICLE 7 – REPRESENTATION**

Section 7.3: CSEA and its Perris Valley #469 Chapter proposes increasing chapter release time, including full release for the Chapter President

CSEA and its Perris Valley #469 proposes an increase in the number of CRC representatives.

Section 7.4: CSEA and its Perris Valley #469 Chapter proposes updating language regarding the number of unit members who can attend the CSEA Conference as a delegate based on chapter membership.

#### **ARTICLE 8 – CONTRACTING BARGAINING UNIT WORK AND USE OF SHORT-TERM AND SUBSTITUTE EMPLOYEES**

Section 8.6: CSEA and its Perris Valley #469 Chapter proposes additional language regarding utilizing unit members to fill substitute assignments.



#### **ARTICLE 9 – HOURS AND OVERTIME**

Section 9.6: CSEA and its Perris Valley #469 Chapter proposes additional language regarding double time compensation parameters for overtime.

Section 9.13: CSEA and its Perris Valley #469 Chapter proposes removing language regarding restrictions to the election of compensatory time for On-Call compensation.



Section 9.15: CSEA and its Perris Valley #469 Chapter proposes an increase to shift differential and clarifying language regarding duties of those who receive the stipend.

## **ARTICLE 10 – PAY AND ALLOWANCES**

Section 10.1: CSEA and its Perris Valley #469 Chapter proposes a fair and equitable compensation increase effective July 1, 2025 while adjusting the classified salary schedule to protect classified wages.

CSEA and its Perris Valley #469 Chapter proposes an increase in the number of columns to the salary schedule.

CSEA and its Perris Valley #469 Chapter proposes language regarding “level pay” or salaries paid in equal installments for all employees.

CSEA and its Perris Valley #469 Chapter proposes additional language regarding the Classified School Employee Summer Assistance Program (CSESAP) and stipends for unit members who hold degrees (Associate’s Stipend, Bachelor’s Stipend, or Master’s Stipend).

Section 10.12: CSEA and its Perris Valley #469 Chapter proposes an increase to the investment in classified professional development to increase access to Professional Development for our members to serve and protect the health and safety of our students and community to the best of their ability, adopting contemporary advancements in the topics.

Section 10.13: CSEA and its Perris Valley #469 Chapter proposes meaningful adjustments to Longevity benefits with increases commensurate with the surrounding market.

CSEA and its Perris Valley #469 Chapter proposes additional language regarding a retirement bonus based on years of service and longevity.

Section 10.14: CSEA and its Perris Valley #469 Chapter proposes an increase to bilingual stipend and clarifying language regarding duties of those who receive the stipend.

## **ARTICLE 11 – HEALTH AND WELFARE BENEFITS**

Section 11.3: CSEA and its Perris Valley #469 chapter propose an increase to the District contribution towards premiums for health and welfare benefits.

CSEA and its Perris Valley #469 chapter propose the addition of a life insurance policy for bargaining unit personnel.



## **ARTICLE 12 – UNIT MEMBER EXPENSES AND MATERIALS**

Section 12.5: CSEA and its Perris Valley #469 chapter proposes clarifying language safety items that can be covered for reimbursement.

Section 12.7: CSEA and its Perris Valley #469 chapter propose an increase to the tuition reimbursement.

## **ARTICLE 16 – LEAVES**

Section 16.1: CSEA and its Perris Valley #469 Chapter proposes updating bereavement language to include Senate Bill No. 848 language to include reproductive loss and increase in bereavement days for the loss of a spouse or child.

Section 16.4: CSEA and its Perris Valley #469 Chapter proposes amended language regarding the use of sick leave for immediate family and an increase to the perfect attendance bonus.

Section 16.9: CSEA and its Perris Valley #469 Chapter proposes removing language regarding the personal leave on behalf of a unit member's child.

## **ARTICLE 18 – PROMOTION**

Section 18.1: CSEA and its Perris Valley #469 Chapter proposes clarifying language regarding the selection of interview panel members and modifying language related to the posting of vacancies for internal candidates

## **ARTICLE 19 – CLASSIFICATION, RECLASSIFICATION, AND ABOLITION OF POSITIONS**

Section 19.3: CSEA and its Perris Valley #469 Chapter propose additional language regarding the assignment of out-of-classification work.

## **ARTICLE 30 – Duration**



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Section 30.1: CSEA and its Perris Valley #469 Chapter proposes language to amend the terms of the Agreement to reflect a new three year term of July 1, 2025 through June 30, 2028

## **ARTICLE TBD – TBD**

Section TBD: CSEA and its Perris Valley #469 chapter propose the addition of a new article to add parameters and protections for unit members regarding the increased use of artificial intelligence.

Section TBD: CSEA and its Perris Valley #469 chapter propose the addition of a new article to add parameters for unit members regarding the ability to work remotely.

*This list is not exhaustive and CSEA and its Perris Valley #469 reserve the right to make additional proposals during the progress of negotiations. CSEA reserves the right to make proposals concerning other articles and issues as it is deemed necessary and appropriate. Additional subjects of meeting and negotiating arising after the presentation of this initial proposal shall be made public within 24 hours pursuant to Government Code section 3547(d).*