



California
School
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Association

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The nation's largest
independent classified
employee association



June 2, 2022

Via E-mail: rnewman@alpineschools.net;
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Dr. Rich Newman, Superintendent
Yvette Maier, Executive Director Human Resources
Alpine Union School District
2001 Tavern Road
Alpine, CA 91901

Re: 2nd Year Reopeners 2022-2023 Sunshine Letter

Dear Dr. Newman and Ms. Maier,

The following will serve as CSEA Chapter 607's sunshine proposal for the Initial Proposal for the 2022-2023 2nd Year Reopeners. CSEA will open the following articles:

- ARTICLE 5 WAGES
- ARTICLE 6 HOURS OF EMPLOYMENT
- ARTICLE 7 HEALTH AND WELFARE BENEFITS
- ARTICLE 15 ASSOCIATION RIGHTS

The above articles will be sunshine pursuant to Government Code §3547 (a) and CSEA Chapter # 607 is respectfully requesting this letter to be submitted to the Board of Education for public review and comment.

Sincerely,
California School Employees Association

Joni Collins
Labor Relations Representative

**THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS ALPINE CHAPTER 607
INITIAL PROPOSALS FOR THE
2022-2023
2nd YEAR REOPENERS
TO THE
ALPINE UNION SCHOOL DISTRICT
June 2, 2022**

Pursuant to the Educational Employees Relations Act (EERA), the California School Employees Association (CSEA) and its Chapter #607, CSEA submits initial proposal to meet and negotiate with the District for 2022-2023 2nd Year Reopeners.

ARTICLE 5 WAGES

CSEA proposes to negotiate a fair and equitable increase to the current salary schedule for all bargaining unit positions.

In addition, the bargaining unit positions salary ranges that were identified as hard to fill and a mutual agreement was reached between AUSD and CSEA to increase the salary ranges of four (4) positions in the 2021/2022 school year will be permanent moving forward into the next school years to attract and retain these hard to fill positions: Campus Safety Position (Range 16, starting on Step 6), Child Nutrition Assistant (Range 14, starting on Step 3), Delivery Services Transporter (Range 14, starting on Step 3), Lead Child Nutrition Assistant (Range 15, starting on Step 1). Additionally, the Custodian and Grounds/Maintenance Worker will continue with a starting Step 5.

CSEA proposes to negotiate to increase the Salary Ranges of Instructional Support positions who provide direct support to the students, Instructional Aides and Instructional Aide, Special Education.

Effective January 1, 2023, all positions will follow the current minimum wage in compliance with current the law. CSEA and the District will work together to square the salary schedule upward with minimum of 2.5% between ranges and 5% between steps.

ARTICLE 6 HOURS OF EMPLOYMENT

6.3 CSEA proposes an annualized pay method that all classified employees will be paid in the month the hours they worked.

6.5 Holidays to include Juneteenth

ARTICLE 7 HEALTH AND WELFARE BENEFITS

7.1.1.2 If there is a percentage increase to health and welfare benefits for the 2022-2023 school year, the District will increase that percentage of the maximum annual District expenditure effective January 1, 2023 for medical benefits, dental insurance, vision, life insurance and disability insurance, to maintain all bargaining unit at status quo for the 2022-2023 school year.

ARTICLE 15 ASSOCIATION RIGHTS

15.1 **Chapter President or designee will have** the right to conduct an orientation session on this Agreement for **new classified** bargaining unit employees **on a mutually agreed location/ time with CSEA and the District** during regular working hours or **after working hours release time of 30 minutes will be provided.** ~~with is subject to approval of the District Superintendent or designee.~~

These shall be considered initial proposals. CSEA retains the right to amend, modify, add to or delete from these proposals at any time during the negotiation process.