

INITIAL PROPOSAL
CSEA and its Chapter 351 at Beaumont USD
2024 Successor Agreement Negotiations

The California School Employees Association and its Beaumont Chapter 351 does hereby request, as per Article 1 of the Collective Bargaining Agreement, to negotiate the following contract items as part of negotiations towards a successor agreement to the 2021-2024 collective bargaining agreement, which will expire on June 30, 2024:

ARTICLE 1 - TERM

CSEA proposes to modify Article 1 to reflect a proposed three-year agreement with the Association; to clarify “sunshining” requirements and the dates of reopeners in Article 1.1; and to update the dates surrounding the term of the Agreement and the contract terms continuity in Article 1, et. al.

ARTICLE 6 – COMPENSATION AND BENEFITS

CSEA will make compensation proposals to keep wages competitive to aid in recruitment and retention of classified employees.

ARTICLE 11 – ASSIGNMENT, TRANSFER & FILLING OF VACANCIES

CSEA will make a proposal for equity with other bargaining units when it comes to the procedure of transfers.

ARTICLE 12 – CLASSIFICATION & RECLASSIFICATION

CSEA will make proposals to amend the reclassification application window period.

ARTICLE 26 – USE OF TECHNOLOGY

CSEA will propose a new article to address the use of GPS, cameras, and Artificial Intelligence technology within the District and how it relates to employee pay, oversight, and discipline.

APPENDICES

CSEA would like to update and amend each of the current appendices included in the 2021-24 contract as part of any new 2024 successor agreement.

CSEA reserves the right to open additional articles during the course of these successor 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 Steve Moreno, LRR to coordinate dates with both negotiation teams to begin negotiation sessions on the above topics.

Submitted by: _____
Frank Hernandez, President
CSEA Chapter 351 at Beaumont

Date