



California
School
Employees
Association

1505 Gardena Avenue
Glendale, CA 91204

(818) 244-1545
(800) 834-9959
FAX: (818) 244-8897
www.csea.com

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October 10, 2013

Debra DeSmeth
Assistant Superintendent, Human Resources
Hueneme School District
205 N. Ventura Road
Port Hueneme, CA 93041

Re: Successor Contract – 2013

Dear Ms. DeSmeth:

The California School Employees Association and its Hueneme Chapter #273 (CSEA), present its initial proposals for the successor negotiations.

It is CSEA's intent to alter the following articles as indicated and present our proposals for public discussion in accordance with Government Code Section 3547:

Article 10 – Pay and Allowances

- CSEA's interests include negotiating on salary schedule increase in accordance with the improving economic climate.

Article 14 – Health and Welfare Benefits

- CSEA has an interest in negotiating the Health and Welfare benefits understanding the changing dynamics of the healthcare industry.

Article 20 – Classification/Reclassification

- CSEA has an interest in changing classifications in the unit given the higher level of responsibilities and higher level of skill sets required to perform the job.

Article 3 – Evaluation Procedures

- CSEA's interests include negotiating to change the amount of time allotted to employees to respond to evaluations to more closely reflect neighboring District's standards.

Article 9 – Hours and Overtime

- CSEA has an interest in altering the language concerning work schedule changes in order to afford unit members a more fair and thorough process.

Article 19 - Negotiations

- In addition, it is CSEA's intent to update the negotiation article to reflect relevant dates.

Discipline – Progressive Discipline

- CSEA has an interest in inserting language to ensure that unit members are disciplined in accordance with the principals of progressive discipline.

Contracting Out Bargaining Unit Work

- CSEA's interests include negotiating language that will protect the bargaining unit's work from being contracted out.

In the spirit of collaboration, additional articles may be opened as mutually agreed to between the parties.

Please contact me at (818) 502-3849; or, via e-mail at mlove@csea.com, to confirm bargaining dates; or, if not available, to propose alternative dates.

Thank you for your attention to this matter.

Respectfully,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION



Mark Love
Labor Relations Representative



ML/dp

C: Maria Onate-Martin, Chapter 273 President; Efrain Cazares, Region 8 Representative; Don Snyder, Area I Director; Leticia Munguia, Field Director; Jennifer Tissler, Director of Personnel-Hueneme School District; File