

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND ITS CHAPTER #289
INITIAL SUCCESSOR AGREEMENT PROPOSAL
TO THE
SANTA BARBARA COMMUNITY COLLEGE DISTRICT
OCTOBER 20, 2011

The California School Employees Association and its Chapter #289 ("CSEA") proposes to continue the provisions of our current 2009-2011 Agreement with the Santa Barbara Community College District ("District") except as may be modified in Interest-Based negotiations through mutual exploration of the parties' respective interests in the following regards:

Article 6/Compensation and Benefits:

Explore augmentation of salary/health benefits matters including, but not limited to, salary schedule increases and longevity increments in parity with the management/confidential longevity structure and the addition of 2 additional steps/increments to professional growth;

Article 7/Workload: Explore improving/inserting CSEA into the process;

Article 8/Holidays: Explore the addition of one annual "floating" holiday;

Article 9/Vacation: Explore improvements to include carry-over of vacation over and above the current 24 months cap, if the employee was not permitted, either by time constraints or direct denial, of vacation usage;

Article 14/Layoff: Explore improving/clarifying the process and compliance with Ed Code 88117;

Article 23/Term: Establish a new three-year term of the Agreement's duration;

Appendix B: Explore mitigation of employee cost contributions and improvements to health benefits and the early retirement incentive program.

CSEA reserves the right to amend its proposal or raise other issues of interest given that the entire agreement is up for negotiation this fiscal year. CSEA Chapter 289 is enthusiastic about working with the District to achieve successful negotiations that benefits the Association members and improves the services to the students and community.