SAN LEANDRO UNIFIED SCHOOL DISTRICT
Human Resources

March 6, 2012

PUBLIC NOTICE

RE: Government Code Section 3547 requires that all initial proposals of exclusive representatives and of public school employers be presented at a public meeting of the public school employer and thereafter shall be public record.

Government Code Section 3547 requires the Board of Education to present all initial proposals of exclusive representatives and of public school employers, which relate to matters within the scope of representation. The proposals shall be presented at a public meeting of the public school employer and thereafter shall be public records.

A public hearing will be held on March 6, 2012, where the San Leandro Unified School District will present its initial proposal for a successor agreement with the California School Employees Association, Chapter #94. The hearing will be held at the San Leandro City Council Chambers, 835 E. 14th Street, San Leandro, CA, at 7:00 p.m.

San Leandro Unified School District's
Initial Proposal to the
California School Employees Association – Chapter 94

(Successor Contract Negotiations)

March 6, 2012

Before formal negotiations can begin, California law requires both the San Leandro Unified School District (District) and the California School Employees' Association – Chapter 94 (CSEA) to share their respective initial proposals at a public meeting.

For yet another year, the District finds itself facing extreme budgetary uncertainty due to factors such as the current and future State budgets, November elections, and the potential of facing devastating midyear budget cuts during the 2012-13 school year. The District once again desires to work with its employee groups to minimize the necessity for wholesale reductions in programs and personnel that have occurred in many districts throughout California. The District believes that key elements of last year's tentative agreement and memorandum of understanding, which included furlough days, have been helpful in averting far deeper cuts and sacrifices.

The District is presenting its initial proposal early and is asking CSEA to do the same so that we can work collaboratively to reach an agreement that can help preserve vital programs and the employees who provide them. The District believes that our students, employees and community members expect thoughtful and timely action from both parties.

Toward such ends, the District submits the following initial proposals.

Article 4: Work Schedules
The District proposes, in conjunction with its proposals pursuant to Article 5, to consider implementing, if necessary, an undetermined number of furlough days in order to ensure the District's continuing solvency.

Article 5: Salaries and Fringe Benefits
The District proposes to negotiate with the Association adjustments to unit members' total compensation (wages and benefits), based on the District's ability to pay now and in the future, including a proposal for cost cutting measures.

Article 21: Term
Amend this Article to reflect a new agreement term.

The District looks forward to expeditious, collaborative, productive and reality-based discussions and negotiations with CSEA.