



California  
School  
Employees  
Association

6341 Nancy Ridge Dr.  
San Diego, CA 92121

(858) 458-0300  
(800) 675-9939  
FAX (858) 677-8992

[www.csea.com](http://www.csea.com)

*Member of the AFL-CIO*

*The nation's largest  
independent classified  
employee association*

*Member of the National  
Association of Classified  
School Employees  
(NACSE), representing  
independent public  
employees throughout  
the nation*



04-

5 RCVD

April 15, 2004

William Surbrook, Labor Relations Specialist  
Human Resource Services  
4100 Normal Street  
San Diego, CA 92103

Dear Willy:

Please be advised that the California School Employees Association (CSEA) and its Paraeducator Chapter 759 respectfully demands to meet and negotiate a successor contract to replace the current contract in effect through June 30, 2004.

Attached is CSEA's contract proposal. The Union reserves the rights to modify, amend, delete or add to its proposals throughout the course of negotiations.

We would request that the District meet with CSEA as soon as possible to discuss dates to begin negotiations, I can be reached at (858) 202-2623.

Respectfully submitted,  
**California School Employees Association**

Judy Fohr  
Labor Relations Representative

C: Negotiations Team  
File

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 759  
FOR THE  
PARAEDUCATORS BARGAINING UNIT  
INITIAL PROPOSAL  
FOR NEGOTIATIONS WITH THE  
SAN DIEGO UNIFIED SCHOOL DISTRICT**

**APRIL 14, 2004**

Provisions of the California Government Code require that public school employers and exclusive representatives present proposals, which relate to matters within the scope of representation at a public meeting of the public school employer prior to commencing negotiations. The following constitutes the initial proposal of the California School Employees Association, Chapter 759, Paraeducators Bargaining Unit for the full contract (June 30, 2004 through June 30, 2007) negotiations with the San Diego Unified School District. The Union reserves the rights to modify, amend, delete or add to its proposals throughout the course of the negotiations.

**ARTICLE 1: AGREEMENT CLAUSE  
NO CHANGE**

**ARTICLE 2: RECOGNITION CLAUSE  
Revise classifications language.**

**ARTICLE 3: UNION RIGHTS**  
Capitalize UNION RIGHTS  
Review, clarify and revise as appropriate.  
Update language on District Mail Service.  
Update language with new ID numbers on Seniority List Of Unit Members.  
Update language on Alphabetical List of Unit Members.  
Update language on Union Conference.

**ARTICLE 4: DISTRICT RIGHTS**  
All ~~matters~~ rights not specifically enumerated in this Contract are reserved to the public school employer and may not be a subject of meeting and negotiating, grievances, or restriction on the right of the District to manage the District and to direct its employees and operations.

**ARTICLE 5: DEFINITIONS**  
Review and update as appropriate.

**ARTICLE 6: NEGOTIATION PROCEDURES**  
Review and revise as appropriate.

**ARTICLE 7: WAGES**  
Review and update as appropriate.  
Add lead in Overtime Work to Section 6: Overtime Compensation.  
Define special pay additive(s).  
The Union proposes to enter into discussions on a Bilingual Instruction Assistant differential.  
Incorporate updated longevity stipends.  
Clarify language for the Registry of Interpreters for the Deaf (RID) differential.  
Develop language for Interpreter II unit members who pass the National Certified requirements, automatically promoting the unit members to Interpreter III positions.  
Clarify and revise language on Service Increments.  
Change ~~conventional~~ to "traditional" (Section 11:D).  
Define 204 workdays in a year.  
Change Demotions Due to Classification Review or in Lieu of Layoff (Section 15:B).  
Classification Study: Clarify District Procedure 7540 (Section 16).

**ARTICLE 8: HOURS OF EMPLOYMENT**

Review, clarify and revise as appropriate.

Develop language for Special Education Bus Monitors assigned to “one on one” students.

**ARTICLE 9: HEALTH BENEFITS**

Review and revise where appropriate.

**ARTICLE 10: SAFETY CONDITIONS OF EMPLOYMENT**

Review and revise as appropriate.

Develop language for “two way communication” via cell phones, walkie-talkies, etc., for unit members who are required to accompany students “alone” out into the community or other situations where a safety issue could arise.

**ARTICLE 11: TRANSFER AND REASSIGNMENT POLICIES**

Review, clarify and revise current language as appropriate.

Develop language for Special Education Assistants assigned to “One On One/Extra Classroom Support” students.

**ARTICLE 12: LEAVE POLICIES**

Add lead in titles for A-L in Section 2: Sick Leave.

Revise language in Personal Necessity Leave Section.

**ARTICLE 13. PERFORMANCE EVALUATION PROCEDURE**

Review, clarify and revise language as appropriate.

**ARTICLE 14. UNIT MEMBER DISCIPLINE**

Review, clarify and revise language as appropriate.

**ARTICLE 15. GRIEVANCE PROCEDURE**

Revise as needed.

Delete Section 6: Level Five: Expedited Arbitration.

**ARTICLE 16. ORGANIZATIONAL SECURITY**

Review language and update, if necessary.

**ARTICLE 17. UNIT MEMBER RIGHTS**

Clarification on current language, revise as needed.

**ARTICLE 18. LAYOFF AND REEMPLOYMENT**

Delete Section 1: EXEMPTION FROM EMPLOYMENT REGULATIONS

Revise as needed.

**ARTICLE 19. CONCERTED ACTIVITIES**

NO CHANGE

**ARTICLE 20. SUMMER SCHOOL/INTERSESSION**

Review language and revise as needed.

**ARTICLE 21. CONTRACT ADMINISTRATION COMMITTEE**

The Union proposes to change Article 21. CONTRACT ADMINISTRATION COMMITTEES and incorporate all district committees into one article. (Contract Administration Committee, Safety Committee, Calendar Committee, Health & Welfare Benefits Committee, Special Education Committee).

## **ARTICLE 22. EDUCATION REFORM**

Review language.

## **ARTICLE 23. PROFESSIONAL DEVELOPMENT AND TRAINING**

Revise language as needed.

Develop language to provide training for unit members.

Develop language to provide a paid “staff development” day, using funds provided by the state.

## **ARTICLE 24. SUBCONTRACTING AND DONATED SERVICES**

No change

## **ARTICLE 25. YEAR-ROUND SCHOOLS**

Clarification on language.

Discuss and mutually resolve pay issue “notification” to unit members having a track change during the school year.

## **ARTICLE 26. CHARTER SCHOOLS**

Review current language and revise if needed.

## **ARTICLE 27. EFFECT OF CONTRACT**

Review current language and update as needed.

## **SIDELETTERS**

Review for appropriate action.

## **APPENDIX A: BARGAINING UNIT COMPOSITION**

Review and update as needed.

## **SALARY SCHEDULES**

Incorporate updated salary schedules.

## **MISCELLANEOUS**

Incorporate any existing Memorandum Of Understandings.

Discuss and establish separate “new section” to deal with Special Education issues.

Develop language to assist the District in moving Paraeducators to safety in order to come into compliance with the “No Child Left Behind” legislation.