

**Initial Reopener Agreement Proposal of
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its Savanna Chapter #322**

March 14, 2024

The California School Employees Association and its Savanna Chapter #322 (CSEA), in accordance with Article XXI - TERM of the current 2021-2024 contract bargaining agreement, notifies the Savanna School District (District) of CSEA's intent to negotiate a new 2023-2024 reopener agreement.

CSEA desires to alter and/or amend the following articles for the 2023-2024 fiscal year, and presents this Initial Proposal Reopener Agreement for public discussion in accordance with Government Code §3547:

Article IX - Wages

CSEA has an interest in a fair and competitive salary increase plus a one-time off schedule payment, along with reviewing, modifying and/or the addition of language within Article IX, including but not limited to the following concerns:

- Additional steps on the salary schedule
- Overtime – Call back time (definition)
- Stipends (Use of personal cell phone and vehicle)

Article X – Health and Welfare Benefits

CSEA has an interest in maintaining health and welfare coverage that results in no additional out-of-pocket costs to membership along with reviewing, modifying and/or the addition of language within Article X, including but not limited to the following concerns:

- Wellness options;
- District pays increased Life Insurance coverage up to \$20,000.

Article VIII- Hours of Employment

CSEA has an interest in modifying and/or the addition of language within Article VIII, including but not limited to the following concerns:

- Increasing the minimum hours for extra duty/overtime call back;

Article XIII – Leaves

CSEA has an interest in modifying and/or the addition of language within Article XIII, including but not limited to the following concerns:

- Modification of bereavement leaves

The remainder of the current collective bargaining agreement to remain in force unless agreement to change or modify as determined through the negotiation process.