

**Initial Proposal for 2023-2026 Successor Agreement  
California School Employees Association  
San Bernardino Community College District #291**

The California School Employees Association and its San Bernardino Community College District #291 does hereby request to add to ongoing successor agreement for the 2023-2026 successor agreement the following contract articles:

**Article 7: Pay and Allowances**

- Align the salary schedule to attract and retain quality employees and reward long term employees.
- Add language that shall include a clause for parity between CSEA and other employee groups but shall not be limited to said clause.
- Increase Appendix G, Salary Schedule, by the governors, proposed COLA amount.
- Increase eligibility pool for the Bilingual/Biliterate stipends.

**Article 10: Health and Welfare Benefits**

- Increase District contribution to health and welfare benefits.

**Article 14: Leaves**

- Update language to improve sick leave.
- Update and clarify personal necessity leave.

**Article 16: Personnel**

- Add clarifying language to the reclassification review process.

**Article 17: Progressive Discipline**

- Update and clarify cause for disciplinary action.

**Article 19: Vacations**

- Update to increase vacation accrual formula.

Please place this Initial Proposal on the May 2023 Board of Trustees agenda in compliance with the Education Employment Relations Act (EERA). In addition, please contact Noah Snyder, Labor Relations Representative, to coordinate dates with both negotiation teams.

Submitted by: Cassandra Thomas  
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