

**Initial Reopener Proposal from the
Sierra Sands Unified School District to the
California School Employees Association Chapter 188**

February 21, 2019

Pursuant to Government Code section 3547, the Sierra Sands Unified School District (“District”) hereby submits its initial proposal to the California School Employees Association (“CSEA”) Chapter 188 for 2019-20.

The District has an interest in discussing the following Articles:

Article V – Employee Compensation

The District has an interest in negotiating regarding CSEA unit member salaries.

Article VIII – Health and Welfare Benefits

The District has an interest in negotiating regarding CSEA unit member health and welfare benefits and discussing ways to control the escalating costs of health and welfare benefits through various approaches while ensuring adequate coverage at a reasonable cost.

Article XI – Leave Provisions

The District has an interest in negotiating classified employee leave in accordance with applicable Education Code sections.

Article XX – Agency Fee

The District has an interest in negotiating regarding agency fees to comply with the United States Supreme Court’s decision in Janus v. American Federation of State, County, and Municipal Employees, Council 31, et al., 138 S.Ct. 2448 (2018), and recent related revisions to California law.