



California School Employees Association

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Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



May 7, 2024

Via Electronic Mail

tbeeson760@gmail.com

Thomas Beeson, Chapter President
Meadows Union Chapter 829
7591 E 41st Road
Yuma, AZ 85365-2956

Re: Initial Proposal for Successor Agreement

Dear Chapter President Beeson:

I have received the initial proposal for the Successor Agreement between Meadows Union Elementary School District and California School Employees Association and its Meadows Union Chapter 829 that will be in effect from July 1, 2024, through June 30, 2026.

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Gary Snyder
Field Director

GS/mr

Cc: Maria Bravo, Regional Representative; Troy Johnson, Area K Director; Daniela Vega, Labor Relations Representative; Angela Schwab, Senior Labor Relations Representative; Chapter 829 File

**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its CHAPTER #829 Meadows
2024-2026 INITIAL PROPOSAL**

The California School Employees Association and its Chapter 829 (CSEA) looks forward to negotiating with the Meadows Union School District for the 2024-2026 successor contract. CSEA intends to negotiate a bargaining agreement which captures and, in some cases, expands upon the current practices of the District on the following topics:

- **ARTICLE 3 – Association Rights**
 - *CSEA proposes to require approval of the school year calendar.*
- **ARTICLE 5 – EVALUATION**
 - *CSEA proposes to create an appeal window.*
- **ARTICLE 6 – DUE PROCESS**
 - *CSEA proposes to amend the disciplinary process.*
- **ARTICLE 7 – GRIEVANCE**
 - *CSEA proposes to increase the grievance timeline.*
- **ARTICLE 8 – HOURS AND OVERTIME**
 - *CSEA proposes to clarify the overtime language to reflect the Education Code.*
 - *CSEA proposes to increase the classroom supervision stipend.*
 - *CSEA proposes to clarify overtime language to include a rotation by seniority and classification.*
 - *CSEA proposes to increase the bilingual stipend.*
- **ARTICLE 9 – SALARY & ALLOWANCES**
 - *CSEA proposes a me-too clause with other employee groups.*
 - *CSEA proposes a salary increase for the 2024-25 school year.*
 - *CSEA proposes to increase and establish additional longevity stipends.*
 - *CSEA proposes a bus driver stipend.*
- **ARTICLE 10 – HEALTH AND WELFARE BENEFITS**
 - *CSEA proposes to increase the District's contribution.*
 - *CSEA proposes to extend benefits to retirees.*
- **ARTICLE 11 – LEAVES**
 - *CSEA proposes to expand personal necessity language.*
- **ARTICLE 12 – HOLIDAYS**
 - *CSEA proposes to establish Fair Day as a District holiday.*
- **ARTICLE 14 – EMPLOYEE SAFETY**
 - *CSEA proposes to establish heat safety in accordance to Cal OSHA.*
- **ARTICLE 16 – NEGOTIATIONS PROCEDURES**
 - *CSEA proposes to increase the team for negotiations.*
- **ARTICLE 17 – EFFECT OF AGREEMENT**
 - *CSEA proposes a two-year term.*

CSEA reserves the right to withdraw, amend, and/or add to this proposal as necessary, in accordance with applicable sunshine laws.

Thomas Beeson, President
CSEA Chapter 829