

**Revised:** Initial Proposal for 2020-2023 Negotiations from  
California School Employees Association and Its Tahoe Truckee Chapter 383 (CSEA)  
To Tahoe Truckee Unified School District (District)

March 24, 2021

To the Superintendent and the Governing Board,

The California School Employees Association and its Tahoe Truckee Chapter #383 submit the following Initial Proposal for contract negotiations to the Tahoe Truckee Unified School District, thereby satisfying Public Notice legal requirements.

CSEA intends to negotiate wages, hours, and working conditions for the classified bargaining unit. CSEA is seeking a three-year successor agreement from July 1, 2020, through June 30, 2023.

**Drafting Changes**

CSEA proposes to change the abbreviation of CSEA from “the Association” to “CSEA” throughout the collective bargaining agreement. CSEA also proposes changes to the title page/cover and the preamble.

**Article 6**

CSEA proposes clarifying language to allow CSEA to be a grievant.

**Article 15/Appendix A**

CSEA proposes a fair and equitable increase in wages for the 2020/2021 fiscal year, as determined through the collective bargaining process. In addition to improvements on the salary schedule, CSEA proposes range adjustments for some classifications.

**Article 16**

CSEA proposes increasing the benefit cap sufficiently to cover increases in benefit costs, and to reduce the out-of-pocket costs to covered classified employees.

**Article 18**

CSEA proposes that the District provide periodic reporting of the District’s use of short-term and contract labor.

**Article 21**

CSEA proposes a contract term from July 1, 2020 through and including June 30, 2023.

CSEA proposes specifying that reopener agreements will encompass wages, benefits, and up to two more articles.

CSEA looks forward to productive discussions with the District.

Sincerely,

Malissa Cruz

CSEA #383 Chapter President