



**Rowland Unified School District's Initial Proposals to  
The California School Employees Association (CSEA) and Its Chapter 133  
2019-20 Contract Negotiations**

December 13, 2018

As required by Government Code section 3547, the Rowland Unified School District ("District") submits the following initial proposals to the Board of Education for public hearing and adoption in advance of negotiations with the California School Employees Association and Its Chapter 133.

The Board recognizes the importance of providing effective programs to meet the needs of students and that results in their success.

In this reopener bargaining session, the District proposes to explore, discuss and negotiate amendments to the following articles:

- Article III: Recognition. The District proposes to review and amend current contract language in light of a recent United States Supreme Court Decision.
- Article VIII: Leaves. The District proposes to review and amend current agreement to clarify processes.
- Article X: Hours, Overtime and Layoff. The District proposes to review and amend the current agreement in order to provide clarity and meet the needs of the district.
- Article XII: Salary and Fringe Benefits. The District proposes to continue to provide fair and competitive compensation and to review options available in order to promote health and welfare among employees at a reasonable cost.
- XVI: Early Retirement. The District proposes to review current agreement, amend language to clarify benefits provided to eligible early retirees and to explore options in order to reduce costs.

The District reserves its right to introduce new subjects for negotiation during the course of bargaining in conformance with the notice requirements set forth in Government Code section 3547(d) and the Tentative Agreement reached on May 23, 2018.

The District looks forward to positive and constructive negotiations with the California School Employees Association and Its Chapter 133.