



California School Employees Association

3350 Scott Blvd.
Building 18
Santa Clara, CA 95054

(408) 261-7990
(800) 487-2440

www.csea.com

Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



January 15, 2025

Via Electronic Mail:

schwiebertk@cambriansd.com

Kristi Schwiebert, Superintendent
Cambrian School District
4115 Jackson Drive
San Jose, CA 95124

RE: Successor Negotiations

Dear Superintendent Schwiebert:

The California School Employees Association and its local Cambrian Chapter 641 are submitting its "initial bargaining proposal" in accordance with Section 3547 of the Government Code for successor negotiations.

ARTICLE XXIII – Term of Agreement

CSEA intends to propose a new three (3) year term, with the agreement term being July 1, 2025 through June 30, 2028, with reopeners scheduled for 2026-2027 and 2027-2028.

ARTICLE XI – Salary

CSEA has an interest in negotiating fair and equitable compensation for the bargaining unit and increasing longevity bonuses.

ARTICLE IX – Work Year/Hours and Overtime

CSEA intends to propose changes to overtime distribution and other related matters under this article.

ARTICLE X – Vacation

CSEA intends to propose changes to the way vacations are scheduled and the approval process.

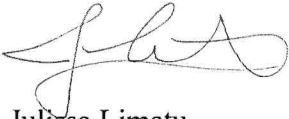
ARTICLE XIII – Fringe Benefits

CSEA intends to propose increases to the health benefits cap and related matters under this article.

If you have any questions, please don't hesitate to let me know.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

A handwritten signature in black ink, appearing to read 'Julissa', with a stylized flourish extending to the right.

Julissa Limatu
Labor Relations Representative

JL/mc

Cc: Beverly Merrel, Chapter President 641; Sharon Calhoun, Regional Representative 23;
Donnell Fassler, Area C Director; Debra Cole, Field Director; Chapter 641 File.