



San Mateo County Community College District Initial Proposal for the Successor Agreement with the California School Employees Association, Chapter 33

February 23, 2022

GENERAL FRAMEWORK

The District recognizes that the California School Employees Association, Chapter 33 contract expires on June 30, 2022, and is prepared to negotiate any and all provisions of the contract for inclusion in a successor agreement.

The concepts upon which the District wishes to negotiate any items in the contract are reinforced by the following concepts and values:

- Alignment with the District's commitment to 'Students First' as manifested in the District's Strategic Plan
- Commitment to an equity-minded environment and culture that embraces and promotes diversity and inclusion, reinforces an anti-racist framework, supports students and employees in achieving their potential, and embodies the fulfillment of a social justice mission
- Fiscally responsible, prudent and economically sustainable

As such, the District offers the following initial bargaining proposals:

Global

The District intends to submit proposals that bring the appropriate dates and duration of the agreement current (including Article 21 – Duration), correcting grammatical and numbering errors, eliminating expired sections, and replacing or removing outdated terms.

Article 2: Membership Dues or Services Fees

The District has an interest in updating the language regarding changes per Janus and California law.

Article 7: Holidays

The District has an interest in revising language for clarity, applicability, and accuracy, and to update the list of holidays.

Article 8: Pay and Allowances

The District has an interest in revising language relating to the total compensation formula and various allowances, stipends and differentials in a fiscally prudent manner to ensure the District is able to maintain appropriate operations and attract and retain qualified personnel across the District and revising language for clarity and accuracy regarding initial placement.

Article 9: Health and Welfare Benefits

The District has an interest in updating and clarifying language regarding entitlement to benefits, and revising the language to reflect a total compensation formula in a fiscally prudent manner to ensure the District is able to maintain appropriate operations and attract and retain qualified personnel across the District and revising language for clarity and accuracy regarding initial placement.

Article 14: Performance Evaluation Procedures

The District has an interest in revising language for clarity of process, including performance improvement plans and corrective action.

Article 19B: Layoffs

The District has an interest in revising language for clarity and accuracy and to bring the provisions into compliance with legal requirements.

The District reserves the right to add to or modify its proposals during the negotiation process consistent with the procedure set forth in Government Code section 3547(d).