

**California School Employees Association  
And its  
Newport-Mesa Chapter #18  
Initial Proposal for Reopener Negotiations  
To the  
Newport-Mesa Unified School District**

**February 16, 2017**

**ARTICLE 5: SAFETY – REPORTING PROCEDURES**

CSEA has an interest in working with the District to develop a procedure for addressing abusive conduct and/or bullying behavior (new).

**ARTICLE 8: LEAVES – PROCEDURES FOR NOTIFICATION**

CSEA has an interest in reassessing the process utilized for request and approval of vacation both during the school year and during recess periods (8.12).

CSEA has an interest in clarifying bereavement leave (8.2).

**ARTICLE 11: WAGES**

CSEA has an interest in a salary increase (11.1).

CSEA has an interest in adding additional longevity steps to the salary schedule (11.10).

CSEA has an interest in addressing the process of paying work hours reported on MERs (Miscellaneous Earning Reports), including the process of submission and approval of personnel requisites through submission and payment of MERs (new).

CSEA has an interest in developing a training program for classified staff (11.16 new).

**ARTICLE 12: HEALTH AND WELFARE BENEFITS**

CSEA has an interest in maintaining quality health insurance and reducing employee contributions (12.1).

Additionally, CSEA has an interest in general clean up and correction of typos in the contract as a whole.

**CSEA and its Chapter #18 reserve the right to make additional proposals at any time during the bargaining process, including but not limited to responses to proposals made by the District.**