

**INITIAL PROPOSAL**  
**of the**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION**  
**and it's**  
**SHASTA HIGH CHAPTER #181**  
**to the**  
**SHASTA UNION HIGH SCHOOL DISTRICT**  
**For the 2020-2021 School Year**

The California School Employees Association and its Shasta High Chapter #181 (CSEA) and the Shasta Union High School District (District) are parties to a Collective Bargaining Agreement (CBA) which remains in full effect until a new contract is reached. Pursuant to the Educational Employment Relations Act (EERA), the CSEA wishes to negotiate changes to the existing Agreement. Specific proposals for all articles to be negotiated will be exchanged after a thorough good faith dialogue at the bargaining table.

Articles and Sections may include but not limited to:

Article 14. Compensation (Employee Salaries and Health Insurance)

A fair and equitable increase to the salary schedule and Health cap.

Article 20. New three-year term effective 11-1-20 thru 10-31-23

The CSEA may propose concepts and specific contract language upon receipt of proposals by the Shasta Union High School District.

Furthermore, the CSEA may propose other specific contract language regarding wages, hours and other terms and conditions of employment pursuant to this notice and the negotiations process. We look forward to working collaboratively together.

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Dave Martin, CSEA President #181

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Date