

**INITIAL PROPOSAL**  
**of the**  
**CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION**  
**and its**  
**SHASTA HIGH CHAPTER #181**  
**to the**  
**SHASTA UNION HIGH SCHOOL DISTRICT**  
**For the 2022-2023 School Year**

The California School Employees Association and its Shasta High Chapter #181 (together "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 equable increase to the salary schedule.

A fair and equable increase to Cap of the Health and welfare  
Benefits.

Article 8. Add: Juneteenth legal holiday

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.

  
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Dave Martin, CSEA President #181

3/3/22  
Date