



California School Employees Association and its San Bernardino CCD Chapter #291

2026-2029 Successor Negotiations Sunshine Proposal

California School Employees Association and its Chapter 291 (CSEA) present its initial proposal to negotiate the 2026-2029 Successor Contract. CSEA desires to alter or amend the following articles as indicated and present our proposal for public discussion in accordance with Government Code 3547 as follows:

ARTICLE 6: HOURS OF WORK AND OVERTIME

CSEA will propose language to incorporate remote work and update language regarding the 4/10 work schedule.

ARTICLE 7: PAY AND ALLOWANCES

CSEA will propose language to:

- Provide COLA for all bargaining unit members.
- Enhance bilingual and bi-literate special compensation.

ARTICLE 10: HEALTH AND WELFARE BENEFITS

CSEA will negotiate health and welfare benefits.

ARTICLE 11: LONG SERVICE RECOGNITION

CSEA will propose language to enhance the long service recognition stipend.

ARTICLE 12: HOLIDAYS

CSEA will propose language to recognize additional holidays.

ARTICLE 14: LEAVES

CSEA will propose language to enhance bereavement leave and personal necessity leave provisions.

ARTICLE 16: PERSONNEL

CSEA will propose language to clarify personnel-related provisions.

ARTICLE 17: DISCIPLINE

CSEA will propose language to clarify discipline procedures.

ARTICLE 18: GRIEVANCE PROCEDURE

CSEA will propose language to clarify grievance procedures.

ARTICLE 20: HEALTH SERVICE, CONTINUATION AFTER RETIREMENT

CSEA will propose language to enhance retiree health benefit provisions.



California School
Employees Association

APPENDIX

CSEA would like to update and amend each of the current appendices included in the 2023-2026 contract.

CSEA reserves the right to open additional articles during the course of these successor agreement negotiations, subject to the appropriate notice requirements under the law and CSEA policies.

Please place this Proposal on the next Board of Education agenda in compliance with California's Brown Act and Government Code.

Submitted by:

Ernest Guillen
CSEA Chapter #291 President

Date