

**BERRYESSA UNION SCHOOL DISTRICT  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER 364  
NOON DUTY UNIT**

**DISTRICT'S INITIAL PROPOSAL FOR  
2016-2017 NEGOTIATIONS**

The District is committed to entering into discussions with representatives of the California School Employees Association, Chapter 364 supportive of the following general and shared interests:

- Students are the first priority;
  - Emphasis is upon advancing student achievement;
  - Children's needs are placed before those of adults;
  - Respect, integrity, and morale are supported and advanced;
  - District fiscal solvency and evidence of affordability over time are maintained;
  - Comparability and fairness are reflected, resulting in an equitable settlement; and
  - Legal mandates are complied with and adhered to.
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Pursuant to the Educational Employment Relations Act (Government Code Section 3547), the Berryessa Union School District, the District offers the following initial proposals for 2016-2017 successor contracts with the California School Employees Association Chapter 364 for the noon duty unit:

**Article 7: Compensation**

The District has an interest in setting compensation at a level that will enable the District to recruit and retain excellent employees while meeting its duty to be fiscally responsible and work within limited ongoing resources.

**Legal Compliance**

In addition to the specific re-openers listed above, the District has an interest in making any other changes to the Negotiated Agreement needed as a result of new legislation or other changes in law.

The District reserves the right to identify additional subjects of negotiations pursuant to Government Code Section 3547 (d).