

SUHSD 2026-27 Initial Proposals for Negotiation - CSEA

May 12, 2026



California School Employees Association On-Going Negotiations Business

Calendar

- Each year of agreement a Joint Calendar Committee shall determine the work calendars for the next three consecutive years. The agreement is to maintain a three year calendar cycle with the third year to be negotiated on an annual basis. Each year any of the approved calendars may be reviewed and revised as determined by the Joint Calendar Committee and approved by the Association president.

Rationale:

- Add an additional year of agreed upon work calendar well in advance for planning purposes.
- Fulfill the agreed upon contract

California School Employees Association

Article 7

Bus Driver Provisions

- The District seeks to review and clarify various aspects of this article with respect to student transportation

Rationale:

Improve communication and transparency on these issue to create better services at our school sites for students.

California School Employees Association

Article 14 - Compensation

- The District seeks to review and clarify various aspects of this article with respect to athletic coaching.
- The District is seeking a multiyear agreement for compensation increases tied to the funded COLA in the approved budget for any given year.

Rationale

- Improve communication and transparency on these issues.
- Previous multiyear agreements have been positive overall.
Increases tied to COLA can eliminate “winner” or “loser” concerns.
Provides for predictability and stability in budget planning process and labor relations.

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The Collective Bargaining Agreement (CBA) with CSEA expires on October 31, 2026 so the contract is considered “fully open”.

Rationale:

During any year in which the CBA is set to expire, the CSEA and District are not limited to opening two articles to discuss, all articles may be discussed.

CSEA plans to address Compensation, Med-Cap, Range Changes and AI Language.