



California School
Employees Association

**California School Employee Association and its Riverside
County Office of Education Chapter 693 Initial Proposal
Date: May 5, 2025**

In accordance with Article I – ‘Agreement’ of the California School Employees Association and its Chapter 693’s (CSEA) and the Riverside County Office of Education (District) Collective Bargaining Agreement (CBA), CSEA offers the following initial proposal for the 2026/2027 reopener negotiations.

Article XII – Fringe Benefits:

12.1 Increase employer contribution to the employee cost of health care for bargaining unit employees

Article XIII – Wage Scale

13.1 Enhance classified salaries to reflect the rising cost of living

Article XVI – Leaves

16.10.9 Revise the amount of vacation time that can be carried over from one year to the next.

16.10.10 Separate the required number of vacation days that 10-month employees must use during winter and spring breaks.

CSEA reserves the right to open different topics during the reopener agreement negotiations, subject to the appropriate notice requirements under the law and CSEA policies.