



California
School
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Adam Weinberger
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Member of the AFL-CIO

*The nation's largest
independent classified
employee association*



July 2, 2026

Sent Via Electronic Mail Only

montes.csea@gmail.com

Mary Montes
Chapter President #479

RE: Initial Proposal for Contract Reopener 2026-2027

Dear President, Montes:

I have received the initial proposal for the contract reopener between the Placer County Office of Education and California School Employees Association and its Placer COE Chapter #479 for the 2026-2027 school year(s).

It has been reviewed in accordance with Policy 610. I have found no apparent violations of law, CSEA's Constitution and Bylaws or Policy. **This initial proposal will need to be approved by the membership prior to starting negotiations.**

Please remember, once a tentative agreement has been reached, a signed copy of the tentative agreement must be forwarded to the field office immediately for a Policy 610 review **before** the tentative agreement may be ratified.

Please feel free to contact my office if you have any questions or concerns.

Sincerely,

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Mauricio Vides
Field Director

Cc: Cindy Bell, Regional Representative #57
Ron Walker, Area A Director
Elena Bessette, Labor Relations Representative
Chapter Contract File #479

Initial Proposal
From
California School Employees Association and its Placer COE No. 479 (“CSEA”)
To the
Placer County Office of Education (“County”)
For the 2026/2027 Reopener

The California School Employees Association and its Placer COE Chapter No. 479 submit the following initial proposal for contract negotiations to the Placer County Office of Education, thereby satisfying the Public Notice legal requirements:

Article IV – Organizational Rights

CSEA hereby proposes to add a new section to Article IV incorporating the terms of the AB 119 New Employee Orientation Memorandum of Understanding dated January 29, 2024 (Government Code §3558).

Article VIII – Pay and Allowances

CSEA hereby proposes that all Classified employees receive a fair and equitable increase to their salary schedule.

Article X – Health and Welfare Benefits

CSEA hereby proposes that all Classified employees receive a fair and equitable increase to health and welfare benefits.

Article XIII - Leaves

CSEA hereby proposes to modify and update article, including but not limited to:

- (1) sick leave accrual for 12-month employees;
- (2) expanding Personal Necessity Leave usage;
- (3) strengthening safety-related leave protections for employees;
- (4) updating bereavement leave;
- (5) clarifying and improving language regarding medical appointment leave;

(6) updating Paid Parental Leave provisions; and

(7) correcting, clarifying, and modernizing all language throughout the Article for consistency and legal compliance.