



California School Employees Association

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Adam Weinberger
Association President

Keith Pace
Executive Director

Member of the AFL-CIO

The nation's largest
independent classified
employee association



January 6, 2025

Via Electronic Only
707shasta@gmail.com

Shasta Rasmusen
Chapter President 343
P.O. Box 1621
Gualala, CA 95445

RE: Initial Proposal for Successor Agreement 2025-2028

Dear President Rasmusen:

I have received the initial proposal for the Successor Agreement between the Point Arena Schools District and California School Employees Association and its South Coast Ch. 343 that will be in effect from July 1, 2025 through June 30, 2028.

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

Stacy Galaviz
Field Director

SG/eo

Cc: Evonne Elliott, Regional Representative 36; Colette Hetland, Area B Director; Nicole Frazer, Labor Relations Representative; Nathan Jennings, Sr. Labor Relations Representative; file

Our mission: To improve the lives of our members, students and community.

2025-2028 Initial Proposal
From
California School Employees Association
Chapter #343
Point Arena High School Unit
To
Point Arena High School District
Point Arena Schools District

To: Warren Galletti, Superintendent
From: Shasta Rasmusen, Chapter President

RE:CSEA Successor Initial Proposal for 2025-2028

California School Employees Association and its Chapter #343 do hereby propose the following for Initial Proposal:

- **Article 5: Pay and Allowances**
 - Fair and equitable compensation. Consistent step towards California Minimum Wage Law and amend the Salary Schedule.
 - Move Administrative Assistant from Range C to Range D
 - Move Custodian from Range A to Range B
 - Add language for an incentive of "good" attendance.
- **Article 4.15 Compensatory Time**
 - Increase CTO from 40 to 60 hours
- **Article 5: Retiree Substitutes:** Expand pay scale
- **Article 7.3: Insurance Coverage:**
 - Fair and Equitable District contribution to the cap.
- **Article 7: Retirees Benefits:** Expand benefit dates for retirees
- **Article 10: Leaves**
 - Increase No Tell from 5-7 days.
- **Article 22: Miscellaneous provisions**
 - Add "vape" to tobacco free campus wording
- **Update job descriptions.**
 - Cook I, Custodian, Administrative Assistant I
- **We would like to add the following to the classified stipend schedule**
 - Leadership, Lead Para, Lead custodial and Site council rep
- **We would like to open the following articles for grammatical, formatting, and spelling errors.**
 - 8.5, 10.1, 10.2, 10.3, and the index

Shasta Rasmussen

Shasta Rasmusen, CSEA Chapter 343 President

1/3/2025

Date

Nicole Frazer

Nicole Frazer, CSEA LRR

1/3/2025

Date

2025-2028 Initial Proposal
From
California School Employees Association
Chapter #343
Arena Elementary School Unit
To
Arena Union Elementary School District
Point Arena Schools District

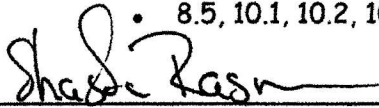
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Shasta Rasmusen, CSEA Chapter 343 President

1/3/2025

Date



Nicole Frazer, CSEA LRR

1/3/2025

Date