

**INITIAL SUNSHINE PROPOSAL FOR 2023-26 SUCCESSOR  
NEGOTIATIONS FROM  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
AND ITS LINCOLN CHAPTER 282  
TO  
LINCOLN UNIFIED SCHOOL DISTRICT**

In accordance with Article XXX of the Collective Bargaining Agreement between the parties,  
CSEA offers the following initial proposal:

**Article VI-Wages**

CSEA is proposing a fair & equitable increase to the classified salary schedule (appendix C)

**Article VII-Health & Welfare**

CSEA is proposing a fair & equitable increase to the District's contribution rate cap

**Article XIV - Probation**

CSEA is proposing stronger protections for probation for promotions

**ARTICLE XII – Vacations**

CSEA is proposing additional vacation days

**Article VII - Leaves**

CSEA is proposing a revision to existing language on unpaid LOAs

**Article XXVI – Security Officers**

CSEA is proposing additional on-call pay for Security Officers

**Article XXX – Effect of Agreement**

CSEA is proposing a new three-year agreement effective July 1, 2023 through June 30, 2026  
to include annual reopeners