Ohlone Community College District (District) and the California School Employees Association (CSEA) will begin contract negotiations for the July 1, 2020 – June 30, 2023 successor contract.

**ARTICLE 8 – PAY ALLOWANCES**
The District is interested in discussing and clarifying eligibility for out-of-class compensation.

**ARTICLE 10 – HEALTH AND WELFARE BENEFITS**
The District is interested in exploring benefit options to include HSAs, in order to reduce the District’s long-term liability for retiree benefits.

The District is interested in exploring other opportunities for implementing the state short-term disability insurance program as opposed to the current private long-term disability insurance.

**ARTICLE 26 – PROFESSIONAL DEVELOPMENT**
The District is interested in reviewing this article to: (1) clean up or clarify language; (2) participation in mandatory and onboarding trainings and (3) embed cultural competency and equity training in classified professional development

**ARTICLE 27 – EVALUATION PROCEDURES**
The District is interested in changing the current evaluation procedures and forms to include Diversity, Equity and Inclusion (DEI):

- Develop model performance evaluation criteria and procedures to hold employees accountable for successfully serving diverse student populations.
- Develop performance evaluation criteria model and professional development opportunities to successfully expand employees’ capacity to serve students.