

Memo

Date: January 29<sup>th</sup> 2019

To: Debbie Muro / Superintendent, Lemoore High School District  
Erin Brewer/ Human Resources

From: Bernard Benson / LFCE President  
Catherine Zaharris / LFCE Vice President

Subject: 2019/2020 Sunshine Proposal / Lemoore Federation of Classified Employees  
Local 4870

The Lemoore Federation of Classified Employees will be proposing language in regard to the following articles (Salary, benefits, plus two reopeners)

Article VIII – Salaries – Propose an on-salary schedule increase

Attendance Incentive

Increase in longevity

Ongoing salary comparison study to be conducted on a three yearly basis going forward, once this comparison study is complete

Increase to the shift differential for both bus drivers and custodians to 5% of their annual salary

Article IX – Employee Benefits – Increase in District contribution

Vision/ Dental for part time employees

Article XIV – Leaves of Absence

Add Family and Medical Leave Act language