

## **SAN RAFAEL HIGH SCHOOL DISTRICT**

Sunshine Proposal for Initial Contract Reopeners with

SAN RAFAEL FEDERATION OF TEACHERS

September 26, 2016

### **DISTRICT SUNSHINE PROPOSAL**

Provisions of the California Government Code, Article 8, Section 3547 requires that public school employers and exclusive representatives present proposals which relate to matters within the scope of representation at a public meeting of the public school employer prior to commencing negotiations.

The Board of Trustees of the San Rafael High School District values the collaborative spirit through which collective bargaining is accomplished between the District and the San Rafael Federation of Teachers (SRFT). The Districts look forward to continuing the use of successful interest-based bargaining model for constructive and meaningful 2016-2017 negotiations.

The Districts approached the coming negotiations with SRFT with an intent to negotiate mutually agreeable contract terms that address its employees' interests and concerns when aligned with the five Board and Local Control and Accountability Plan (LCAP) goals:

- Goal 1: Student Learning
- Goal 2: Staff Professional Development
- Goal 3: Finance and Resources
- Goal 4: Community Engagement
- Goal 5: Culture and Climate

The following constitutes the initial proposal of the San Rafael High School District and the 2016-2017 contract negotiations with the San Rafael Federation of Teachers:

- Article 4: DUTIES

The District proposes to make changes to language related to hours of employment and professional development.

- Article XXII: STIPENDS

The District proposes to make changes to language related to Department Chairs

If during the process of negotiations it becomes necessary, either party may open up two (2) additional articles following the required sunshine proposal(s).

The District desires to engage in good faith, principled negotiations with SRFT to reach consensus resolution on all pending items.