

San Rafael Elementary and High School Districts

Sunshine Proposal for Contract Reopeners with

California School Employees Association, San Rafael Chapter #341

REVISED

February 13, 2017

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 Elementary and San Rafael High School Districts ("Districts") values the collaborative spirit through which collective bargaining is accomplished between the District and the California School Employees Association, San Rafael Chapter #341 ("CSEA"). The Districts look forward to continuing constructive and meaningful 2016-2017 negotiations. The Districts seek to support their employees to be productive at their most efficient and effective levels and to promote a mutually open and honest labor relations atmosphere.

The Districts approach the coming negotiations with CSEA with an intent to negotiate mutually agreeable contract terms that address its employees' interests and concerns when aligned with the following considerations:

- Fiscal security of the Districts, both in the short and long term;
- Support and enhance achievement for all students as aligned with the approved Local Control Accountability Plan;
- Fair and equitable compensation (salaries and benefits) consistent with the Districts' budget priorities;
- The identified needs of the Districts' students; and
- Preparing all students to graduate from high school prepared for college, career and community

The following constitutes the initial proposal of the Districts for the 2016-2017 contract negotiations with CSEA:

- **Article V: Compensation**
 - The District proposes making changes to the language related to compensation.
- **Article VI: Benefits**
 - The District proposes making changes and/or developing clarification of language related to benefits.
- **Article VIII: Leaves**
 - The District proposes making changes to the language related to compensated leaves.
- **Article X: Transfer/Promotion**
 - The District proposes making changes to the language related to transfer/promotion.
- **Article XII: Evaluation**
 - **The District proposes making changes to probationary period for new employees.**

The District desires to engage in good faith, principled negotiations with CSEA to reach consensus resolution on all items. To achieve that end, the parties have a shared interest to:

- Reach a mutual understanding of the Districts' financial realities and needs;
- Develop reasonable options for meeting the identified needs which could change the collective bargaining agreement between the parties;
- Utilize efficient, constructive, and collaborative collective bargaining to reach an agreement that is satisfactory to all parties; and
- Provide factual negotiations updates to members of the school community