

SAN RAFAEL ELEMENTARY SCHOOL DISTRICT  
AND  
SAN RAFAEL TEACHERS ASSOCIATION

2017-2018

DISTRICT'S SUNSHINE ITEMS

In preparation for the 2017-2018 negotiations with the San Rafael Teachers Association (SRTA), the Governing Board adopts the following principles and goals to guide the District's negotiating team in the course of conducting negotiations:

- Ensuring fiscal security for the District, both in the short and long term;
- Enhancing student achievement and greater educational opportunities for students;
- Fair and equitable salaries and benefits consistent with the District's budget and priorities;
- A bilateral and collaborative bargaining process; and
- Maintenance of District services to the community's children. As in all of the District's concerns, students must come first.

The District desires to engage in good fair, principled negotiations with the SRTA to reach a consensus resolution on all pending issues. To achieve that end, the parties will face the following challenges and goals:

- To reach a mutual understanding of the District's financial realities and needs;
- To develop options for meeting these needs which would change the parties' collective bargaining agreement and practices, and;
- To employ efficient, constructive and collaborative negotiations to reach a consensus agreement that each party can live with now and in the near future.

The District has interest in opening the following articles for the 2017-2018 school year:

1. Article II: Compensation
  - To review the language for compensation, benefits and TIC duties
2. Article III: Work Year/Hours
  - To review the language providing additional release days for Special Education teachers
  - To review the language on adjunct duties
3. Article IV: Assignment and transfer
  - To review the language and timelines for transfer
4. Article V: Leaves
  - To review the policy of the District granting leave of up to one year for performance of paid employment outside the San Rafael City Schools, to clarify language for personal necessity leave and to update language for baby bonding (parental) leave as a result of changes in California law.
5. Article VI: Job Share
  - To review the language and procedures for job shares
6. Article VIII: Class size
  - To review the language for staffing ratios and mainstreaming ratios