

SAN RAFAEL HIGH SCHOOL DISTRICT

Sunshine Proposal for Initial Contract Reopeners with

SAN RAFAEL FEDERATION OF TEACHERS

May 14, 2018

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 District is approaching 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

In addition to negotiating salary and benefits, the District has interest in opening the following articles for the 2018-2019 school year:

- Article IV: DUTIES
- Article VII: LEAVES-COMPENSATED
- Article VII: LEAVES-UNCOMPENSATED
- Article XI: EVALUATION

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

On behalf of SRCS:



Amy Buster Baer
Assistant Superintendent, Human Resources