

SAN RAFAEL ELEMENTARY SCHOOL DISTRICT  
AND  
SAN RAFAEL TEACHERS ASSOCIATION

2018-2019

**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 SRTA 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 III: WORK YEAR/HOURS
- Article V: LEAVES
- Article VI: JOB SHARE
- Article VII: CLASS SIZE/MAINSTREAMING
- Article XI: EVALUATION

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

On behalf of SRCS:



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Assistant Superintendent, Human Resources