

**Initial Proposal of the  
Millbrae School District to the  
Millbrae Education Association**

March 30, 2017

This is the Millbrae School District's (District) initial proposal to the Millbrae Education Association.

***Introduction***

***"Sunshining" Requirements.*** Before these negotiations may commence, State law (Government Code section 3547) requires the District and Association to "sunshine" initial proposals at a public meeting and to afford the public the opportunity to be informed about and to express itself on those proposals. State law also requires the Board to adopt its initial proposal. This initial proposal will first be shared at the Governing Board's April 4, 2017 meeting. The initial proposal will then be presented to the Board, for recommended adoption, at the April 18, 2017 meeting.

***Focus on Ensuring Alignment between District's Philosophy and Local Control Accountability Plan.*** The District leadership, teachers, parents and community stakeholders have all contributed to establishing the following LCAP goals:

**Goal #1** Implementation of California State Standards

**Goal #2** Multi-tiered Student Support System/Reaching ALL Learners

**Goal #3** Increase school connectedness/Importance of Relationships

These will continue to be the Governing Board's focus and priority and the Governing Board recognizes the importance and key role of District employees who teach and otherwise assist District students.

***Economic Climate for the District.*** The Local Control Funding Formula has helped District finances and the District has provided increased total compensation over the last three school years. The District's Local Control and Accountability Plan (LCAP) must also be considered in relation to total compensation increases.

The District team's approach to these negotiations will continue to be guided by the Governing Board's focus on alignment between District's philosophy and local control accountability plan, student success, and fiscal responsibility. For the past several years, the Board has negotiated with the Association to provide substantial total compensation increases. As set forth below, the District proposes a collaborative negotiation session.

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**Article 5: Hours**

The District would like to consider and explore discussions related to teachers' Work Year/Duty Day as it pertains to the a common practice; ensuring that available time, resources and efforts are

**Article 9: Leaves**

The District seeks to ensure that leaves are utilized when necessary; however, honoring that professional educators are needed to provide quality instruction every school day especially in light of qualified substitute and projected teacher shortages.

**Article 14: Wages and Benefits**

The District reserves the right to reopen on other matters in addition to those set forth above in accordance with the sunshining requirements of Government Code section 3547, section (d).