

SAN RAFAEL ELEMENTARY SCHOOL DISTRICT
AND
SAN RAFAEL TEACHERS ASSOCIATION

2016-2017

DISTRICT'S INITIAL PROPOSAL

In preparation for the 2016-2017 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 much 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.

With regard to specific contractual reopeners, and the need for flexibility, the District considers the proposal of the reopeners received from SRTA for 2016-2017 of Article II – Compensation, Article III – Work Year/Hours, and discussion regarding amending the Collective Bargaining Unit to include provisions for wages, hours, and terms and conditions for employment for bargaining unit members employed as Transitional Kindergarten teachers. The District proposes additional reopeners for the successor agreement of the following:

1. Article II: Compensation
 - o To improve the District's ability to recruit and retain School Psychologists and Common Core State Standards Instructional Coaches.
2. Article III: Work Year/Hours
 - o To review and implement best practices around instructional minutes and length of instructional day to maximize student learning and increase opportunities to implement the Common Core State Standards.
3. Article V: Leaves
 - o 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.