

**SAN RAFAEL ELEMENTARY SCHOOL DISTRICT  
AND  
SAN RAFAEL TEACHERS ASSOCIATION**

**2015-2016 NEGOTIATIONS**

**DISTRICT'S INITIAL PROPOSAL**

In preparation for the 2015-2016 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 faith, 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 2015-2016 of Articles II - Compensation, and discussion regarding the pilot of evaluation tool for counselors and psychologists. The District proposes additional reopeners for the successor agreement of the following:

- Article III: Work Year/Hours, specifically 3.2.2.3 regarding the schedule of banked time
- Article IX: Evaluation