

San Rafael Elementary and High School Districts
Sunshine Proposal for Contract Reopeners with
California School Employees Association, San Rafael Chapter #341
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 CSEA 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 VII: HOURS
- Article VIII: LEAVES
- Article X: TRANSFER/PROMOTION
- Article XII: EVALUATION
- Article XXIV: DISCIPLINE AND DUE PROCESS

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

On behalf of SRCS:



Amy Buster Baer
Assistant Superintendent, Human Resources

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The Board of Trustees of the San Rafael Elementary and San Rafael High School Districts ("Districts") values the collaborative spirit through which collective bargaining is accomplished between the District and the California School Employees Association, San Rafael Chapter #341 ("CSEA"). The Districts look forward to continuing constructive and meaningful 2017-2018 negotiations. The Districts seek to support their employees to be productive at their most efficient and effective levels and to promote a mutually open and honest labor relations atmosphere.

The Districts approach the coming negotiations with CSEA with an intent to negotiate mutually agreeable contract terms that address its employees' interests and concerns when aligned with the following considerations:

- Fiscal security of the Districts, both in the short and long term;
- Support and enhance achievement for all students as aligned with the approved Local Control Accountability Plan;
- Fair and equitable compensation (salaries and benefits) consistent with the Districts' budget priorities;
- The identified needs of the Districts' students; and
- Preparing all students to graduate from high school prepared for college, career and community

The following constitutes the initial proposal of the Districts for the 2017-2018 contract negotiations with CSEA:

- Article V: Compensation
 - The District proposes making changes to the language related to compensation.
- Article VI: Benefits
 - The District proposes making changes to the language related to benefits.
- Article VIII: Leaves
 - The District proposes making changes to the language related to leaves.
- Article X: Transfer/Promotion
 - The District proposes making changes and/or clarifying to the language related to transfer/promotion.

The District desires to engage in good faith, principled negotiations with CSEA to reach consensus resolution on all items. To achieve that end, the parties have a shared interest to:

- Reach a mutual understanding of the Districts' financial realities and needs;
- Develop reasonable options for meeting the identified needs which could change the collective bargaining agreement between the parties;
- Utilize efficient, constructive, and collaborative collective bargaining to reach an agreement that is satisfactory to all parties; and
- Provide factual negotiations updates to members of the school community