

**Initial Proposal of the North Monterey County Unified School District to the
North Monterey County Federation of Teachers, Local 4008
For the 2016-2017 School Year**

INTRODUCTION

In preparation for successor contract negotiations with the North Monterey County Federation of Teachers, Local 4008, the District has examined and reviewed all provisions of the current Agreement. While there may be several areas the District has interest in bargaining, we recognize the need to focus on areas already agreed upon for current committee work. Therefore, rather than reopen subjects, the District initially proposes to leave the contract largely unchanged. We believe this approach to negotiations will minimize, if not prevent, the risk of unnecessary conflict, to the detriment of both parties and their ongoing relationship.

In effect, the District will not seek to change the contract in areas of mutual agreement and conversely, will seek changes based on real substance and need. The District will use adopted Core Values for assessing this substantive approach.

DISTRICT INITIAL PROPOSAL

1. Article XXV - Effective and Termination Dates

The District proposes a three year agreement (2016-2017 through 2018-2019) in the belief that multi-year agreements promote positive and stable employer/employee relations, and allow educators to focus on the core mission of educating children. The specifics of a successor multi-year agreement, including but not limited to, whether it is a "closed" agreement or contains "reopener" negotiations in the second and third years, will be subject to the negotiations process.

2. Article XVIII – Compensation

- a. Extra Duty – The District would like to consider the recommendations of the Extra Duty committee as a subject of negotiations
- b. Professional Growth – The District would like to consider the recommendations of the Professional Growth committee as a subject of negotiations.

3. Article XIX – Health and Welfare Benefits

4. Article XII – Leaves

The District has an interest in ensuring compliance of this article with new leave laws.

The District looks forward to straightforward, constructive and expeditious negotiations with the association, consistent with the adopted "NMCUSD Core Values for Collective Bargaining."