

**SANTA MONICA-MALIBU UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION SUCCESSOR PROPOSAL**

FOR NEGOTIATIONS WITH THE

**SANTA MONICA-MALIBU CLASSROOM TEACHERS' ASSOCIATION**

The Santa Monica-Malibu Unified School District Board of Education hereby submits its negotiations proposal, pursuant to Government Code Section 3547. Specific modifications to contract language will be developed during negotiations proceedings utilizing an interest-based model. The District reserves the right to add to, or subtract from, this initial proposal. The articles to be opened by the District are:

Article I      Recognition

Update list of included classifications.

Article VI      Assigned Days and Hours of Work

Identify and revise specific sections to ensure staff are available to meet the needs of all students and fulfill their professional obligations and duties.

Article VII      Summer School

Review, update and revise, as appropriate, the selection process for District-sponsored summer programs.

Article VIII      Class Size

Review, and modify as necessary, article including conceptual understanding of numerical guidelines and procedures for addressing when class size exceed numerical guidelines.

Article IX      Leaves of Absence

Clarify uses of Personal Necessity days per Education Code and preserve the integrity of these days. Consider relevancy of sabbaticals as a valid leave of absence.

Article X      Transfer and Reassignment Procedures

Clarify procedures for grade-level and/or subject area assignments, including changes to assignments.

Article XI      Evaluation Procedures

Review, update and revise, as appropriate, by removing extraneous language. Update evaluation procedures for specific classifications to reflect that all certificated evaluations are aligned to professional standards. Revise principal/assistant principal performance review.

Article XVII      Consultation Procedures

Review and clarify language regarding consultation procedures.

Article XXII      Substitute Teachers

Review and revise article to address interests of management regarding maintenance of the substitute teacher employee pool.

Article XXIII      Salary

Consider fair and sustainable total compensation adjustments to address economic challenges and future obligations faced by District.

Article XXIV Additional Compensation

Identify key interests and review how current contract language addresses them.

Article XXV Health and Welfare Benefits

After considering the recommendations from the Joint Health and Welfare Benefits Committee, review and modify, as recommended, the District's health and welfare program.

Article XXVIII Compensation for Part-Time Assignments

Consider definition of part and full-time assignments.

Article XXXVI Term of Agreement

Determine duration of Agreement including parameters of reopener negotiations.