

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

FOR NEGOTIATIONS WITH THE

**SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 99 (SEIU)**

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 1      Agreement, Designation of Parties, and Length of Contract

Update length of agreement and establish terms of subsequent negotiations

Article 4      Hours of Employment

Clarify, and modify if necessary, language regarding additional assignments

Consider options for increases and decreases of assignments for paraeducators

Article 9      Leaves of Absence

Review, revise and update Leaves of Absence provisions and procedures to ensure regular attendance

Article 10     Holidays

Consider options regarding scheduled holidays and the employee work year

Article 11     Vacation

Consider options, if necessary, that might relate to agreements regarding Article 10

Article 16     Wages

Consider competitive, fair and sustainable wages, as part of a total compensation package that supports recruitment and retention of high-quality employees

Article 17     Health and Welfare Benefits

Consider competitive, fair and sustainable health and welfare benefits, as part of a total compensation package that supports recruitment and retention of high-quality employees

Article 18     Professional Growth Program

Consider Professional Growth Program, including professional growth options as part of a total compensation package that supports recruitment and retention of high-quality employees

Article 19     Special Provisions

Update article to align with district practices

Consider interests regarding Facilities Use Department

Consider options regarding new Campus Monitor classification

Article 29     Working Out-of-Class

Review, revise and update Working Out-of-Class procedures