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**INITIAL PROPOSAL OF THE  
MILL VALLEY SCHOOL DISTRICT SCHOOL DISTRICT TO  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION  
FOR THE 2021-22 SCHOOL YEAR**

The District's Initial Proposal to the Mill Valley California School Employees Association (CSEA) for the 2021-2022 school year is based on the following Mill Valley Mission, Vision, and goals. By continuing to adhere to these shared principles and goals, the District reiterates its investment in the students we serve. All subsequent District proposals, as well as Association proposals, will be assessed by the District according to whether they further the accomplishment of these criteria.

**Vision:** Our Learning Community is dedicated to developing globally minded, compassionate, resilient, and courageous students empowered to learn and lead change in their world.

**Mission:** We provide a balanced education that enables all students to achieve academic success in an environment that fosters social-emotional development, equity, and creativity. We prepare our students to be responsible, contributing members of our community, wise stewards of our natural environment, and thrive as global citizens in a rapidly changing world.

**Goal 1:** Balanced Learners

**Goal 2:** Supported Staff

**Goal 3:** Communications

**Goal 4:** Sound Finance and Infrastructure

Consideration of and responses to Association proposals will be consistent with the District's shared vision, mission, and goals. The District looks forward to collaborative, objective and reality-based negotiations with Mill Valley California School Employees Association as we prepare to meet the challenges facing all stakeholders of the District community.

With these goals, priorities and economic constraints in mind, the District proposes as follows:

### **District Initial Proposal**

#### Article 14: Leaves

The district is interested in providing consistent and uniform pay to CSEA members during absences including, but not limited to, 14.1.11 and 14.4 Industrial Accident or Illness Leave.

#### Article 8: Salary

#### Article 9: Benefits

The District is interested in:

Targeting total staff compensation in the top quartile of comparable districts.

Maintaining prudent levels of financial reserves for long-term financial solvency.

Adjusting services and instructional support commensurate with enrollment changes.

### **Conclusion**

The Governing Board and District administration are committed to achieving the goals and priorities set forth in this Initial Proposal, and working collaboratively with California School Employees Association to continue to bring about our shared vision and mission to fruition for every Mill Valley student.