

**Menlo Park City School District
and Menlo Park Education Association
Joint Presentation of Initial Proposals and Responses for
2017-2018 Negotiations**

As required by the Educational Employment Relations Act, the Menlo Park City School District ("District") and the Menlo Park Education Association ("Association") present the following initial proposals and responses for negotiations for the 2017-2018 school year. The current collective bargaining agreement between the parties expires on June 30, 2017.

The parties have agreed to present their initial proposals and responses jointly, and to present the proposals and responses as concepts and interests rather than as end results. The District and Association believe that an expression of interests will assist understanding, encourage clear communication between the District and Association, foster a more effective bargaining environment, and promote proactive labor/management problem-solving. In addition, the presentation of each party's initial proposals in this side-by-side format is designed to assist the public in reviewing and assessing both parties' initial proposals and interests, so that the public will be able to comment on the initial proposals at the public hearing on this matter.

ARTICLE/TOPIC	DISTRICT INITIAL PROPOSAL/INTERESTS	ASSOCIATION INITIAL PROPOSAL/INTERESTS
Article 5 Organizational Security	Consider and discuss the Association's interest.	Clarify the language regarding Monday meetings.
Article 7 Work Year	Reimagine and revise as needed to ensure that the nine non-student work days and weekly restructured days are used to meet current student and teacher needs and the changing learning experience. Clarify language as needed. Revise Appendix B to reflect the applicable work calendar.	Previously sunshined interest to discuss length of work year (7.1). Clarify the language of the restructured days. Adjust the parent-teacher conference schedule.
Article 8 Hours of Employment	Revise to eliminate obsolete language and provide clarity.	Previously sunshined interest to clarify the wording in this article around duties outside the work day (8.4) Discuss duty schedule for kindergarten teachers.

		Previously sunshined interest to discuss release for grading (8.12).
Article 9 Class Size	Add “music” to 9.1	Consider and discuss the District’s interest.
Article 10 Professional Assessment Program	Revise to change the evaluation dates and timelines and make other modifications as needed to allow more effective teacher evaluations.	Consider and discuss the District’s interest.
Article 11 Transfers	Streamline the assignment process to avoid unnecessary delays in the placement and hiring process.	Consider and discuss the District’s interest.
Article 12 Leaves	Revise as needed to reflect recent changes in the law, including changes to the paid parental leave provisions.	Revise as needed to reflect recent changes in the law, including changes to the paid parental leave provisions.
Article 13 Employee Benefits/Salary	<p>The District has an interest in providing a level of overall compensation (salary, health and welfare benefits, pension and related retirement benefits, excused time, preparation time, and all other benefits received) that will enable the District to continue to recruit and maintain excellent certificated staff. In addition, the District is interested in exploring available options that may ameliorate the high cost of housing.</p> <p>Revise as needed to reflect the move from a 10-month to an 11-month pay cycle.</p> <p>Delete obsolete provisions.</p>	In order to recruit and retain highly qualified and experienced teachers and to account for the rising cost of living and health care, MPEA has an interest in negotiating Article 13: Employee Benefits/Salary.
Article 17 Savings, Term & Completion of Negotiations	Enter into a new multi-year agreement to provide stability and predictability.	Consider and discuss the District’s interest.