

## **Initial Proposal to CSEA, Chapter 103 for 2017-18 Negotiations**

In accordance with the Educational Employment Relations Act (EERA), including but not limited to Government Code Section 3547, and Board Policy, the Los Altos School District ("District") submits to the California School Employees Association (CSEA), Chapter 103 ("CSEA") its initial negotiation proposal for the collective bargaining agreement between the parties to be in effect for the 2017-18 fiscal year.

### **Article VII (Evaluation)**

The District proposes to negotiate possible revisions to the evaluation process and the evaluation instrument.

### **Article XVIII (Compensation)**

The District proposes to negotiate fair and equitable adjustments to unit member's total compensation (salary and benefits), consistent with the District's ability to pay now and in the future, the reality of federal, state and local economies, and the District's ongoing effort to maintain its quality programs and retain and attract outstanding employees.

The District is also interested in collaboratively reviewing and updating as needed several job descriptions within CSEA purview.

In addition, the District reserves the right to reopen negotiations and/or make an initial proposal on at least one other topic, and reserves the right to negotiate subject(s) which CSEA may reopen.