

**Initial Proposal of the  
Millbrae School District to the  
Millbrae Education Association 2018-2021 Successor Contract Negotiations**

October 10, 2018

This is the Millbrae School District's (District) initial proposal to the Millbrae Education Association.

***Introduction***

***"Sunshining" Requirements.*** Before these negotiations may commence, State law (Government Code section 3547) requires the District and Association to "sunshine" initial proposals at a public meeting and to afford the public the opportunity to be informed about and to express itself on those proposals. State law also requires the Board to adopt its initial proposal. This initial proposal will first be shared at the Governing Board's October 16, 2018 meeting. The initial proposal will then be presented to the Board, for recommended adoption, at the November 6, 2018 meeting.

***Focus on Ensuring Alignment between District's Philosophy and Local Control Accountability Plan.*** The District leadership, teachers, parents and community stakeholders have all contributed to establishing the following LCAP goals:

**Goal #1** Implementation of Common Core State Standards

**Goal #2** Multi-tiered Student Support System for ALL Learners

**Goal #3** Staff, Students and Family Engagement

These will continue to be the Governing Board's focus and priority and the Governing Board recognizes the importance and key role of District employees who teaches and otherwise assists District students.

***Economic Climate for the District.*** The Local Control Funding Formula has helped District finances and the District has provided increased total compensation over the last three school years. The District's Local Control and Accountability Plan (LCAP) must also be considered in relation to total compensation increases.

The District team's approach to these negotiations will continue to be guided by the Governing Board's focus on alignment between District's philosophy and local control accountability plan, student success, and fiscal responsibility. For the past several years, the Board has negotiated with the Association to provide substantial total compensation increases. As set forth below, the District proposes a multi-year agreement with the Association.

**Article 5: Hours**

## **Article 9: Leaves**

## **Article 12: Transfer and Reassignments**

## **Article 13: Evaluation**

## **Article 14: Wages and Benefits**

The Board is committed to utilizing available resources to make a balanced investment in the continuing success of our schools for the benefit of the students and District community we serve. Specifically, this means supporting people, programs and operations, all of which are necessary to meet our core mission of providing a quality education. The Board proposes to negotiate fair and equitable adjustments in total compensation (salaries and benefits) in a manner that preserves the fiscal health of the District in the long term.

The District reserves the right to reopen on other matters in addition to those set forth above in accordance with the sunshining requirements of Government Code section 3547, section (d).