



El Tejon Unified School District

Rodney Wallace
Superintendent

BOARD OF TRUSTEES

Anita Anderson
John Fleming
Vickie Mullen
Scott Robinson
Lark Shillig

DATE: September 17, 2015

TO: Members of the General Public
California School Employees Association Chapter #552

FROM: Board of Trustees
El Tejon Unified School District

RE: INITIAL PROPOSAL OF THE PUBLIC SCHOOL EMPLOYER FOR
COLLECTIVE BARGAINING NEGOTIATIONS

The Board of Trustees, in compliance with Government Code section 3547, makes the following Initial Proposal (Sunshine Proposal) to the California School Employees Association Chapter #552.

District's Initial Proposal:

- Article III The District proposes negotiating wages in order to maintain fiscal solvency while balancing the interest of a competitive workforce, and ensure efficiency and equity. The District additionally proposes to update, clarify and modify stipends and stipend schedules, to ensure efficiency, equity and fiscal solvency.
- Article IV The District may propose changes to current benefits consistent with the District's interest in maintaining affordable benefits costs for its employees, District fiscal solvency and a competitive workforce.
- Article V The District proposes to update and modify its work day and work year to allow for more flexibility in order to meet District needs. The District is proposing a common early release day for staff development purposes.

Members of the Public are invited to submit comments to the District regarding this Proposal for 14 calendar days after September 17, 2015.

The Board and Administration look forward to an early and amicable settlement of negotiations.