

**LUCIA MAR UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION**

Date: March 5, 2019

To: Andy Stenson, Superintendent

From: Paul Fawcett, Ed.D., Assistant Superintendent, Human Resources

Subject: Initial Proposal for Collective Bargaining from the Lucia Mar Unified Teachers Association (LMUTA) to the Lucia Mar Unified School District (LMUSD) for 2019-2020 Negotiations

Background:

Collective bargaining law (the Rodda Act) allows the public to be aware of the initial bargaining positions of the Lucia Mar Unified Teachers Association prior to beginning the negotiations process. This is known as a "Sunshine" or Initial Proposal, and allows time for the public to comment on the position of the Lucia Mar Unified Teachers Association prior to negotiations and a settlement. The law requires the sunshine proposal to be placed on the open session agenda for two consecutive meetings. The first review was made on February 19, 2019.

The Lucia Mar Unified Teachers Association presents the accompanying initial proposal for upcoming contract negotiations for the 2019-2020 contract with the Lucia Mar Unified School District.

ACTION RECOMMENDED:

Public Comment requested on this item. No action requested.

FISCAL IMPACT:

Subject to negotiations

CONTACT PERSON(S):

Paul Fawcett, Ed.D., Assistant Superintendent, Human Resources

**Lucia Mar Unified Teachers Association
California Teachers Association ~ National Education Association
Initial Proposal
February 12, 2019**

The Lucia Mar Unified Teachers Association hereby presents its initial proposal to the Lucia Mar Unified School District for the successor agreement to our current contract expiring June 30, 2019. The Association looks forward to a constructive and successful negotiation with the District.

Article VI - Hours of Work

LMUTA proposes changes to hours of work.

Article XIII – Health and Welfare Benefits

LMUTA proposes changes to health and welfare benefits.

Article V – General Policies Concerning Leaves of Absence

LMUTA proposes changes to leaves of absence.

Article IX – Class Size

LMUTA proposes changes to class size/case load in both secondary and elementary settings.

Article XIV- Salaries

LMUTA proposes changes to salaries.

The Association reserves the right to open other articles at a later time during negotiations.