

**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: Approval, Adoption of Initial Proposal for Collective Bargaining from the Lucia Mar Unified School District (LMUSD) to Lucia Mar Unified Teachers Association (LMUTA)

BACKGROUND:

Collective bargaining law (the Rodda Act) allows the public to be aware of the initial bargaining positions of the Lucia Mar Unified School District with the Lucia Mar Unified Teachers Association prior to beginning the negotiations process. This is known as the "Initial" or "Sunshine" proposal" and allows time for the public to comment on the position of the Lucia Mar Unified School District, 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 at the February 19, 2019 regular meeting. During the second meeting, this evening, the District's proposal is brought forward for board approval.

The Lucia Mar Unified School District presents the following initial proposal for negotiations toward a successor agreement with the Lucia Mar Unified Teachers Association. The current agreement (contract) with LMUTA expires on June 30, 2019.

ACTION RECOMMENDED:

Board approval is requested to adopt the Initial Proposal for Collective Bargaining from the Lucia Mar Unified School District (LMUSD) to Lucia Mar Unified Teachers Association (LMUTA) for negotiations.

FISCAL IMPACT:

None

REFERENCE:

Academic achievement, climate, future ready and organizational excellence.

CONTACT PERSON(S):

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Initial Proposal of the Lucia Mar Unified School District To the Lucia Mar Unified Teachers Association

February 19, 2019

The Lucia Mar Unified School District (District) presents the following initial proposal to the Lucia Mar Unified Teachers Association (LMUTA) for the successor agreement to our current Collective Bargaining Agreement (contract) set to expire on June 30, 2019. The first negotiations session is set for March 6, 2019. The District looks forward to engaging in thoughtful discussion and a successful negotiations as labor partners.

These proposals seek to support the District's mission, "To engage, challenge and inspire students through the power of learning" and are aligned with the District goals of Academic Achievement, Climate, Future Ready and Organizational Excellence

Over the past years, the Board has diligently worked to make prudent and responsible decisions. The Lucia Mar Unified School District presents the accompanying initial proposal for 2019-2020 year to our certificated labor partners, LMUTA.

Article XIV, Salaries:

The District proposes an extension of the options to offer signing bonuses through August 31, 2020.

Certificated Salary Schedule, Service Credit:

The District proposes increasing the recognition of successful public school experience from a maximum of twelve (12) years to a maximum of thirteen (13) years for those employees hired for the 2020-21 and beyond.

We look forward to the collaborative negotiations resulting in a timely and positive agreement.