

**Notice of Initial Proposals**  
of  
California Military Institute Teachers Association  
to  
California Military Institute Charter School

September 11, 2017

Pursuant to Government Code 3547, the California Military Institute Teachers Association (hereafter "Association") hereby submits its initial proposal to the California Military Institute (hereafter "Charter") for successor contract negotiations.

The Association acknowledges that the entire contract and its provisions are open for negotiations between the parties. In the interim, it is understood that the current contract will continue in force until such time as a successor contract is ratified by both parties.

As a preliminary matter, the Association believes that there are many provisions of the current contract that work effectively. That said, the following articles are specific areas that the Association wishes to address the negotiations:

- 1. ARTICLE VII: PROFESSIONAL WORKDAY/WORK YEAR**
- 2. ARTICLE VIII: CERTIFICATED EVALUATION PROCEDURE**
- 3. ARTICLE X: LEAVES OF ABSENCE**
- 4. ARTICLE XI: LAYOFF**
- 5. ARTICLE XIV: COMPENSATION AND BENEFITS**

The Association proposes to maintain the current contract language in all other articles of the Agreement between the Association and Charter.

In addition, the Association reserves the right to add to, delete from, amend, or modify these proposals during the meeting and negotiating process, as allowed under the Educational Employment Relations Act.