

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

August 3, 2023

In September 29, 2022, the California Military Institute (hereafter “Charter”) and the California Military Institute Teachers Association (hereafter “Association”) reached a tentative agreement that closed negotiations on compensation through June 2024, with the understanding that

“The Charter and CMITA agree to reopen negotiations on compensation and benefits for 2022-2023 if the Department of Finance statutory COLA with any augmentation or deficit as included in the final enacted State Budget is greater than six and one-half percent (6.5%)”.

Pursuant to Government Code § 3547, the Charter hereby submits its initial proposal to the Association, since the statutory COLA as included in the final enacted State Budget is eight and twenty-two-hundredths percent (8.22%). The Charter wishes to address through negotiations:

1. ARTICLE XIV - APPENDIX A- COMPENSATION

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