

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

March 8, 2019

Pursuant to Government Code § 3547, the California Military Institute (hereafter “Charter”) hereby submits its initial proposal to the California Military Institute Teachers Association (hereafter “Association”) re-opener contract negotiations.

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

1. ARTICLE XIV: COMPENSATION & BENEFITS

The Charter proposes increasing the compensation for certificated employees.

2. APPENDIX A

The Charter proposes adjusting salary schedules to reflect any salary increases to certificated employee.

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

In addition, the Charter 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.