

Notice of Joint Initial Proposals
Between
California Military Institute Charter School
and
California School Employees Association and its
California Military Institute Chapter 778

August 3, 2023

Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 et seq.), including Section 3547, the California Military Institute (hereafter "Charter") and the California School Employees Association and its California Military Institute Chapter 778 hereafter "Association") hereby provides notice of (i.e., "sunshines") its joint initial proposal for our inaugural collective bargaining agreement.

The Parties wish to address through negotiations:

- Assignment, Transfers, & Filling of Vacancies
- Charter Rights
- Classification & Reclassification
- Discipline
- Duration
- Evaluation
- Expenses & Materials
- Grievance
- Health & Welfare Benefits
- Holidays & Vacations
- Hours & Overtime
- Layoffs & Re-employment
- Leaves
- Negotiation Procedures
- Organizational Security and Deductions
- Organizational Rights
- Pay & Allowances
- Professional Development/Education Incentives
- Promotions/Increase in Hours
- Recognition
- Safety

In addition, the Parties 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.