

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

September 8, 2017

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”) for successor contract negotiations.

The Charter 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 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 I: RECOGNITIONS

The Charter proposes to update and modify the language to clearly identify the members of CMITA.

2. ARTICLE VIII: CERTIFICATED EVALUATION PROCEDURES

The Charter proposes to update and modify the language in this article to include specific evaluation criteria for evaluating non-classroom certificated employees, such as counselors and teachers on special assignment (TOSAs). The Charter is also interested in proposing language for an alternate evaluation option for veteran teachers.

3. ARTICLE XVI: NEGOTIATIONS PROCEDURES

The Charter proposes to update and modify the language in this article, specifically related to the term of the new Collective Bargaining Agreement and the specific process for reopeners.

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.