

***Pacifica School District and  
Laguna Salada Education Association  
Initial Proposals  
For the 2017-2018 School Year Successor Contract***

Pursuant to Government Code section 3547, the Pacifica School District and Laguna Salada Education Association hereby jointly "sunshine" or submit the following initial proposal to the Board of Trustees for public hearing and adoption regarding the 2017-2018 contract negotiations. Pursuant to section 1.4 of the 2014-2017 negotiated Agreement, such agreement shall "continue in effect year by year" until a new contract is negotiated.

The following Articles are of specific interest to both parties and will be fully opened.

**Article 7 Calendar**

Both parties have an interest in developing a calendar that meets the needs of our staff and community.

Both parties have an interest in achieving full participation on the new teacher orientation day by making it mandatory and providing compensation (7.1).

**Article 8 Hours and Article 9 Compensation**

Both parties have an interest that student needs are being met and unit members are fairly compensated for their time in the form of total compensation which includes salary and benefits.

Both parties have an interest in clarifying the duty day to promote equity across the District (8.3, Duty Day).

Both parties have an interest in exploring modifications to this section that would increase intervention opportunities for students (8.5, Duty Day).

Both parties have an interest in adjusting stipends and the hourly rate to better reflect the time and duties of unit members (9.3.1 and 9.3.2, Additional Pay).

**Article 25 PAR Review**

Both parties have an interest to change the language to reflect new practices for supporting teachers.

Both the District and Laguna Salada Education Association look forward to collaborative and constructive negotiations and the continued use of the Interest Based Bargaining process in a manner that will enable both parties to successfully address their interests.