

**Initial Proposal of the
Centinela Valley Union High School District to the
Centinela Valley Secondary Teachers' Association
for a Successor Agreement – 2017/18**

October 10, 2017

INTRODUCTION

In preparing for successor contract negotiations with the Centinela Valley Secondary Teachers' Association ("Association"), the District has examined and reviewed all provisions of the current agreement. District proposals for change are guided by substance and need. More importantly, they are guided by what we believe are in the best interest of students, the District, its employees and the community.

The District proposes opening specific articles periodically throughout this bargaining cycle for full review and negotiation, and will inform the public before negotiations commence on those articles. The District believes that the parties must work together to understand the District's fiscal concerns, needs and realities; explore options for addressing the above through contractual changes; and continue to negotiate with each other in a constructive and collaborative manner that produces agreement that both parties can live with now and for the future.

Negotiations shall commence with the following articles:

| | |
|-----------|-----------------------------|
| Article 1 | Recognition |
| Article 2 | Term of Agreement |
| Article 3 | Compensation |
| Article 4 | Hours of Employment |
| Article 5 | Health and Welfare Benefits |
| Article 6 | Leaves of Absence |
| Article 7 | Transfer & Reassignment |
| Article 8 | Class Size |
| Article 9 | Evaluation Procedures |

* * *

Preceding the commencement of negotiations and during negotiations the District reserves the right to add to, delete from, amend and/or modify its initial proposals as well as any subsequent proposals the District may make.