

**TO THE SANTA MARIA JOINT UNION HIGH SCHOOL DISTRICT FACULTY  
ASSOCIATION/CTA/NEA from the  
SANTA MARIA JOINT UNION HIGH SCHOOL  
DISTRICT**

**INITIAL  
PROPOSAL  
2018-2021 SUCCESSOR  
AGREEMENT**

The Santa Maria Joint Union High School District (SMJUHSD) proposes to negotiate the following Articles for the 2018-2021 Successor Agreement Negotiations:

**ARTICLE 1 – PREAMBLE AND RECOGNITION**

- The District has an interest in modifying current language to reflect positions are correctly titled and classified.

**ARTICLE 2 – COMPENSATION**

- The District has an interest in negotiating changes to the salary schedule.
- The District has an interest in negotiating changes to the extra pay assignments.
- The District has an interest in discussing changes to the preparation period teaching assignment.
- The District has an interest in discussing changes in the District contribution to Health and Welfare benefits.
- The District has an interest in clarifying language in regards to mandatory enrollment for full-time employees.
- The District has an interest in modifying language as may be required by Federal Law.

**ARTICLE 3 – JOINT COUNCILS**

- The District has an interest in modifying current language to reflect Councils and committees as they currently operate.

#### ARTICLE 4 – HOURS

- The District has an interest in clarifying language regarding the Workday.
- The District has an interest in discussing changes to the work year.
- The District has an interest in discussing changes to preparation periods.

#### ARTICLE 5 – TRANSFER/REASSIGNMENT

- The District has an interest in discussing changes to the transfer/reassignment language.

#### ARTICLE 6 – LEAVES

- The District has an interest in ensuring that all leave language is current with state and federal law.
- The District has an interest in clarifying language regarding the In-Lieu policy.

#### ARTICLE 7 – EVALUATION PROCEDURES

- The District has an interest in clarifying language in evaluation procedures.

#### ARTICLE 8 – PEER ASSISTANCE AND REVIEW

- The District has an interest in discussing the language in Peer Assistance and Review.

#### ARTICLE 9 – PERSONNEL RECORDS /PUBLIC CHARGES

- The District has an interest in discussing the language in Personnel Records and Public Charges.

#### ARTICLE 10 – GENERAL TERM AND CONDITION OF EMPLOYMENT

- The District has an interest in modifying language as may be required by Federal Law.

#### ARTICLE 11 – CLASSROOM AIDES AND STUDENT TEACHERS

- The District has an interest in discussing the language in Classroom Aides and Student Teachers.

#### ARTICLE 12 – SHARED DECISION MAKING

- The District has an interest in discussing the language in Shared Decision Making.

ARTICLE 13 – MEMBERSHIP DUES AND SERVICE FEES

- The District has an interest in discussing the language in Membership Dues and Service Fees.

ARTICLE 14 – GRIEVANCE PROCEDURE

- The District has an interest in discussing the language in Grievance Procedure.

ARTICLE 15 – HIRING RATIO

- The District has an interest in discussing changes to the Interview Process.

ARTICLE 16 – CONCLUSION

- The District has an interest in discussing the language in the Conclusion.

The District reserves the right to amend, delete, or otherwise modify its initial proposal.