

**ENVISION EDUCATION'S
OPENING COLLECTIVE BARGAINING PROPOSAL
FOR "SUNSHINING" PURPOSES
NOVEMBER 14, 2019
(GOVERNMENT CODE SECTION 3547)**

Envision Education ("Envision") is proud to be in partnership with Envision United/CTA/NEA ("EU"), the exclusive representative of Envision certificated employees, classroom teachers, college advisors, and school psychologists, in service of our mission to transform the lives of students. We are grateful for the open and transparent communication and collaboration that has characterized Envision and EU's relationship during the first term of our Collective Bargaining Agreement ("CBA"), and we anticipate the same in this next term.

This "sunshine" proposal is submitted to enable Envision's constituency to receive notice of our opening proposal, and to provide comment about the proposal at a subsequent meeting of the Board of Directors. It is hoped that EU will provide its opening proposal at the same meeting, to enable both parties' proposals to be "sunshined" simultaneously.

Opening Proposal

In negotiations and in our ongoing relationship with EU, Envision will be guided by our core values of Team, High Expectations, Equity, Learning and Persistence. Our opening proposal expresses the following interests:

1. Overview

Envision aspires to renew a CBA that is consistent with Envision's commitment to fair and equitable wages and working conditions; assures Envision's ability to continue to operate efficiently and nimbly; and maintains Envision's ability to manage school operations in service of student achievement. Envision is also committed to maintaining a quality certificated staff and the flexibility to fill all positions each year to ensure student learning is of the highest quality.

2. Compensation (Wages & Benefits)

Envision maintains its commitment to compensating employees at rates that are both competitive to attract and retain high quality staff and consistent with maintaining the long-term fiscal health of the organization.

3. Policies and Procedures

Envision proposes to review the CBA for technical clarity and legally required changes as may be mutually agreed. Envision also proposes to review the Evaluation article to determine updates based on progress made by the Committee.