

**INITIAL PROPOSAL**  
**OF THE**  
**PALISADES CHARTER HIGH SCHOOL**  
**TO UNITED TEACHERS LOS ANGELES-PCHS**

March 16, 2021

The Palisades Charter High School presents the following initial proposal to UTLA-PCHS for upcoming re-opener negotiations for the 2021-2022 school year.

PCHS looks forward to productive, collaborative negotiations ending in amendments to the collective bargaining agreement serving the best interests of students, staff, parents and the community, on the following topics:

1. Article XV — Salaries and Stipends (automatic reopener)
2. Article XVI — Health and Welfare Benefits (automatic reopener, including regarding retiree benefits)
3. Article IX — Hours, Duties & Work Year
4. Article XI — Discipline & Personnel Files