

**AGENDA ITEM ECRCHS' INITIAL PROPOSAL FOR**  
**BARGAINING**

El Camino Real Charter High School

**To:** Board of Directors  
El Camino Real Charter High School

**From:** Dave Fehte, Executive Director  
El Camino Real Charter High School

**Date:** September 16, 2015

**Re:** **Public Disclosure of ECRCHS's Initial Proposal to UTLA for Negotiations Pursuant to Government Code Section 3547**

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Consistent with its charter, El Camino Real Charter High School ("ECRCHS" or Charter School") is the independent public school employer of the employees of the Charter School as specified in the Educational Employment Relations Act (Government Code Section 3540, et seq.).

As such, this memorandum is to disclose to the public ECRCHS's initial proposal pursuant to Government Code Section 3547 related to the collective bargaining agreement between ECRCHS and United Teachers Los Angeles ("UTLA").

It is the intent of the Board of ECRCHS to negotiate an independent collective bargaining agreement between the parties addressing mandatory subjects of bargaining as to terms and conditions of employment including, but not limited to, Recognition, Charter School Rights, Association Rights, Grievance Procedure, Leaves, Hours, Work Day, Work Year, Health Benefits, Performance Evaluations & Discipline, Safety Conditions, Term of Agreement and Re-Negotiation, Compensation, etc.