1. Article 6 (Compensation and Benefits), Section 6.1 (Compensation) - consider wage structure which recognizes such factors as the District's financial condition, any state-funded COLA the District may receive, and job market conditions.

2. Article 6 (Compensation and Benefits), Section 6.2.3 - permit waiver of fees only to extent permitted by law. (See Educ. Code section 76300)

3. Sec. 6.3.9(d)(3) - update language to incorporate MOU regarding employees who are reclassified to a lower class.

4. Sec. 8.1.1 and 8.1.2 - MLK is a state designated holiday. As such it really should be in sec. 8.1.1 rather than 8.1.2.

5. Article 9 (Vacations), section 9.2 - clarify provision to conform to practice and Education Code that earned vacation does not become a vested right until completion of the initial six months of employment.

6. Article 11 (Promotions), section 11.1 - unless the District's "Affirmative Action Policy" prescribes in-house promotions except under circumstances authorized by 5 CCR 53021, this provision is of questionable legality. Even if it does, we may want to update the title of the policy.

7. Sections 14.2.3 and 14.2.4 - change "88191" to "88192"

8. Section 16.9.1 - modify language as follows:

"Military Leave

Military leave of absence shall be granted and compensated in accordance with state and federal law—the Military and Veterans Code Sections 389, 395 and 395.3 and Education Code Sections 87731 and 87700.

9. Section 16.10 (Family Care Leave) - update to conform to recent changes in federal law.

10. Article 23 (Term) - consider multi-year term.

11. Appendix A (List of Classes in Bargaining Unit) - update, as needed

12. Appendix B (Health Insurance Benefits) - maintain cost containment components

13. (new) Discipline Procedure - update existing procedure (found in Board Policy, Administrative Regulation) to more clearly define grounds for discipline, provide for pre-action due process (as required by law), add a new disciplinary action - reduction in pay, and more clearly describe the hearing process before the Board of Trustees.