

**Alameda Unified School District
Sunshine Proposal for Reopener Agreement with
Alameda Education Association, CTA/NEA**

November 18, 2014

District Sunshine Proposal

Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 *et seq.*), including Section 3547 of the Government Code, the Alameda Unified School District ("District") sunshines the following initial proposals for its reopener provisions in its collective bargaining agreement with the Alameda Education Association, CTA/NEA ("AEA").

1. Article 8: Teaching Hours

The District proposes to update and modify its teaching hours article to incorporate Transitional Kindergarten ("TK"), clarify issues around dates and calendar, extra duties, and professional obligations and ensure that the language of the article reflects current practices, data and best practices.

2. Article 9: Class Size

The District proposes to incorporate TK and address the issue of class size maximums for single high school classes.

2. Article 10: Transfer

The District proposes to update and modify its transfer article, including incorporating evaluation ratings in transfers. The District also proposes to preserve and clarify current school-based exceptions from the transfer policy. The District further proposes to update and clarify the procedure for District-initiated transfers.

3. Article 11: Evaluations

The District proposes to update and modify its evaluation procedures and related forms (contained in Appendix C), as necessary, in order to provide meaningful evaluation to its certificated employees, in order to ensure employee success, satisfaction, development and accountability, and ensure that evaluation tools are aligned with appropriate and relevant standards.

4. Article 12: Health and Welfare Benefits

The District proposes to update and modify the health and welfare benefits, and update Appendix H, consistent with the District's interest in maintaining affordable health benefits costs and maintaining fiscal stability.

5. Article 14: Salary

The District proposes negotiating the wages and stipends outlined in Article 14 and Appendices A-1, A-2, A-3, A-4 and A-5 in order to maintain fiscal solvency while balancing the District's interest in attracting and retaining a competitive workforce. The District also proposes to clarify language regarding the work day and extra duties.

6. Article 29: Technology

The District proposes updating and modifying the technology article language to incorporate the relevant and updated language that reflect a 21st century classroom and educational pedagogy.

7. Language Clean-Up

The District proposes language clean-up to correct typographical errors, provided such clean-up does not change the meaning, purpose or intent of any provision(s) of the collective bargaining agreement between the parties, and to update any existing appendices as needed.