

**Alameda Unified School District
Sunshine Proposal for Reopener Agreement with
California School Employees Association Chapter 860**

March 10, 2015

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 California School Employees Association Chapter 860 (“CSEA 860”).

1. Articles 6 (Transfer), 7 (Job Postings), 8 (Promotion)

The District proposes to revise these articles to bring the lateral hiring and promotion process for CSEA 860 members into closer alignment with the processes used for members of the district’s other employee associations, and to revise related appendices as needed.

2. Article 9 (Evaluation)

The District proposes to update evaluation procedures and forms to allow the District to provide more complete and accurate performance feedback to employees, and to amend related appendices as needed.

3. Article 11 (Pay and Allowances)

The District proposes to revise language to reflect the change in the way the state funds public schools, from the old Base Revenue Limit formula to the new Local Control Funding Formula, and to amend related appendices as needed.

4. Article 12 (Health and Welfare – Benefits Administration)

The District proposes to update this article to reflect the requirements of the Affordable Care Act, and to amend related appendices as needed.

5. Article 15 (Vacation)

The District proposes to update this article to revise the timeline for CSEA 860 members to request vacation in order to minimize conflicts between requests, and to amend related appendices as needed.

6. Other Articles as Needed to Bargain Identified Effects of Electronic Leaves Management System

The District plans to implement an Electronic Leaves Center (“ELC”) system to improve the accuracy and efficiency of its recordkeeping, and to ensure that the District complies with state and federal laws regarding benefits and sick leave. If CSEA 860 can identify any bargainable effects arising from the ELC implementation, the District may make initial proposals regarding additional articles as needed to address those effects, and propose revisions to related appendices as needed.

7. Signatures and Article 23 (Term)

The District proposes to update the names and dates set forth in these sections.