

**Alameda Unified School District
Sunshine Proposal for Reopener Agreement with
California School Employees Association Chapter 27**

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 27 (“CSEA 27”).

1. Article 3: Association Rights

The District proposes to revise this article in accordance with case law regarding reimbursement for release time.

2. Article 6: Hours and Overtime

The District proposes that the District and CSEA 27 agree upon work calendars further in advance, and attempt to align the CSEA 27 work calendar with the calendars used by other employee associations in the district.

3. Article 8: Evaluation

The District proposes to clarify the scope of CSEA 27 members’ right to representation during due process proceedings, to update evaluation forms to allow the District to provide more complete and accurate performance feedback to employees, and to amend related appendices as needed.

4. 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.

5. Article 12: Health and Welfare

The District proposes to update this article to reflect the requirements of the Affordable Care Act, 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 Management (“ELM”) 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 27 can identify any bargainable effects arising from the ELM 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. Preamble, Signature Page, and Article 21

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