

**Summary of 2018 – 2019 Successor Agreement
between the
Alameda Education Association
and the
Alameda Unified School District**

Article 3 – Association Rights

- Added language concerning the access to Information concerning new employees
- Added language concerning New Bargaining Unit Member Orientations

Article 8 - Teaching Hours

- Added one additional Professional Development Day

Article 10 – Transfer

- Clarified language concerning the Definitions of Transfer, Reassignment, and Relocation
- Added language to clarify that for General Postings, temporary employees are considered external candidates
- Revised the process of District Initiated Transfer
- Added language concerning Assistance for Moving for unit members transferred or relocated by the District

Article 12 – Health and Welfare Benefits

- Effective January 1, 2020 changed the amount of the district contributions towards medical coverage
- Effective January 1, 2020 changed dental coverage from mandatory participation to voluntary participation

Article 13 – Safety

- Added language concerning annual notification to the Association on the status of outfitting classrooms and work areas with a centralized alert system.
- Yearly the District shall distribute the Personal Property form to all unit members

Article 14 - Salaries

- Effective July 1, 2018 increase the salary schedules by an amount equal to a 4.5% raise
- Created longevity stipends based on the length of service to Alameda Unified School District

Article 15 – Early Retirement Program

- Deleted outdated language

Article 16 – Child Development

- Added language creating a cap on the total number of vacation days a unit member may carryover
- For unit members with unused vacation days greater than the cap they may receive in cash payout

Article 20 – Discipline

- Added language concerning Complaints Against Unit Members to include that the site administrator may decide to intervene at the lowest level under certain circumstances
- Clarified the steps for the Suspension on an employee
- Added the Education Code time period that past offenses may be used

Article 22 – Adult Education

- Deleted outdated language
- Added that the Early Retirement Incentive Program and Technology articles shall apply to Adult Education unit members
- Added language to clarify what service is counted for Permanent Status

Article 24 – Restructuring

- Added language to clarify the site administrators role in contract waiver proposals
- Added language that all unit members assigned to a site regardless of FTE may vote in a contract waiver proposal
- Revised Appendix G the Waiver Request form

Article 26 – Term

- The term of this agreement is July 1, 2018 – June 30, 2019

Article 27 – Special Education

- Added language about release time to attend transition meetings
- Added language concerning the inclusion of student's with IEP's into General Education Classes
- Adjusted caseloads for Speech / Language Pathologists
- Added language about training for unit members hired to teach in autism-specific
- Created Special Education Class Size Maximums