

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

**February 26, 2019**

**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 successor collective bargaining agreement with the Alameda Education Association, CTA/NEA. The District's governing board will hold a public hearing on the initial proposals at its February 26, 2019 meeting. The board will vote on whether to adopt the initial proposals at its March 12, 2019 meeting.

**1. Article 8: Teaching Hours**

The District proposes to clarify the scope of unit members' professional day in order to allow for dedicated site collaboration and professional development. The District further proposes creating later start times for secondary schools.

**2. Article 11: Evaluations**

The District proposes making changes to this article consistent with the recommendations made by the joint AEA/AUSD Differentiated Professional Growth Team.

**3. Article 14: Salary**

The District proposes negotiating the wages, stipends, and extra duties 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.

**4. Article 22: Adult Education**

The District proposes making changes which would count the years of outside AUSD teaching experience for hourly Adult School teachers for salary schedule placement.

**5. Article 26: Effects**

The District proposes to update this article to reflect the term of the new agreement. The District intends to pursue a multi-year term.