

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

**December 14, 2021**

**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") sunshine's 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 December 14, 2021 meeting. The board will vote on whether to adopt the initial proposals at its January 11, 2022 meeting.

**1. Article 5: Leave**

The District proposes language to make clear the use of personal illness in relation to FMLA Leave.

**2. Article 8: Teaching Hours**

The District proposes to clarify the scope of unit members' professional day in order to allow for dedicated collaboration and professional development. The District further proposes creating clear language around preparation periods at secondary schools with block schedules. The District also proposes cleanup language around February holiday language to reflect current practice.

**3. Article 9: Class Size**

The District proposes to clarify the class size maximums for singleton classes at the secondary level.

**4. Article 10: Transfer**

The District proposes changes to the job posting timelines. Further, the District proposes language clarifying which classifications have rights to seniority transfer. In addition, the District will propose cleanup language to reflect the current number of unit member work days which was not updated when an additional day was added.

**5. Article 12: Benefits**

The District proposes cleanup and clarification language to make article in line with Federal and State laws as well as practice.

6. **Article 14: Salary**  
The District proposes negotiating the wages, stipends, and special assignments outlined in Article 14 and Appendices A-1, A-2, A-3, A-4, A-5, and A-6 in order to maintain fiscal solvency while balancing the District's interest in attracting and retaining a competitive workforce.
7. **Article 22: Adult Education**  
The District proposes cleanup language around job postings and unit member evaluation.
8. **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.
9. **Appendix C-1**  
The District proposes the deletion of this appendix as it is now incorporated into Appendix C-2.
10. **Appendix F1, F2, F3**  
The District proposes updating forms to match current State of California forms.
12. The District proposes removing gender specific pronouns in use throughout the contract and replacing it with gender neutral language.