



ALAMEDA EDUCATION ASSOCIATION  
INITIAL SUNSHINE PROPOSAL FOR A SUCCESSOR CONTRACT  
DECEMBER 8, 2015

The Alameda Education Association hereby submits the following proposal for a new collective bargaining agreement with the Alameda Unified School District:

All terms and conditions of the current Alameda Education Association/Alameda Unified School District collective bargaining agreement will remain unchanged, with the exception of agreements that are reached on the following articles:

The Alameda Education Association believes that all students have the ability to achieve academic and personal success. Therefore, the Alameda Education Association is opening:

- Article 9, Class Size
- Article 27, Special Education

In order for all employees to receive respectful treatment and professional support to achieve district goals, the Alameda Education Association is opening:

- Article 8, Teaching Hours
- Article 22, Adult Education
- Article 29, Technology

To maintain accountability, transparency and trust at all levels of the organization, the Alameda Education Association is opening:

- Article 5, Leaves
- Article 26, Effects of the Agreement

Allocation of funds must support our vision, mission and guiding principles. Therefore the Alameda Education Association is opening:

- Article 12, Benefits
- Article 14, Salary

The Association is interested in discussing with the District developing a new contract article focused on Curriculum/Professional Development.

The Alameda Education Association reserves the right to create, add to, delete from, amend and modify its proposals and/or open articles of the contract during the negotiation process.