

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

December 8, 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 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 8, 2015 meeting. The board will vote on whether to adopt the initial proposals at its January 12, 2016 meeting.

1. Article 7: Professional Dues and Payroll Deductions

The District proposes to update and modify these articles to reflect current and possible future changes to governing law.

2. Article 8: Teaching Hours

The District proposes to modify this article and other articles as necessary to address the bargainable effects that would result if the District implemented full-day kindergarten District-wide. The District further proposes to simplify the current process by which teachers accumulate and use in-lieu time and to reflect the work done by the current Calendar Committee.

3. Article 9: Class Size

The District proposes to add language specifying a process for compensating teachers in the event of class size overages.

4. Article 10: Transfer

The District proposes to clarify existing contract language related to the process of posting open teaching positions within the District.

5. Article 11: Evaluations

Article 17: Peer Coaching

Article 28: Peer Assistance and Review

The District proposes to continue the current Evaluation Committee in order to allow the committee to create a new evaluation process designed to provide meaningful evaluation to its certificated employees. The District further proposes to extend the Evaluation Committee's scope to include peer assistance and coaching programs which provide feedback useful to the evaluation process. Additionally, the District proposes to clarify the number of major areas of concentration to be used when evaluating certificated employees until the District can implement the Evaluation Committee's recommended changes to the evaluation process.

5. Article 12: Health and Welfare Benefits

The District proposes to update and modify the health and welfare benefits, and update Appendix H, consistent with the District's interest in maintaining affordable health benefits costs and maintaining fiscal stability.

6. 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. The District also proposes to clarify language regarding the work day, and create a process for designating and compensating a teacher in charge when a site administrator is away from the site.

7. Article 21: Regional Occupation Program

As the Regional Occupation Program referenced in this article has been dissolved, the District proposes deleting this article.

8. Article 26: Effects of Agreement

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