

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

September 12, 2017

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 September 12, 2017 meeting. The board will vote on whether to adopt the initial proposals at its September 26, 2017 meeting.

1. Article 3: Association Rights

The District proposes to update this article to reflect the new staff orientation meeting requirements of Assembly Bill 119.

2. 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.

3. Article 9: Class Size

The District proposes to bring the process for compensating unit members in the event of regular school-year class size overages in line with the existing process for compensating teachers in the event of summer school class size overages. The District further proposes to allow increased class size flexibility in single-section high school classes. The District also proposes to remove outdated and unnecessary language related to District class averages.

4. Article 10: Transfer

The District proposes to clarify modify existing contract language related to the process of posting open teaching positions within the District in order to allow for more consistency year to year. The District further proposes to reorganize the process by which unit members are transferred between sites.

5. Article 12: Health and Welfare Benefits

The District proposes to modify this article to provide that unit members who lack substantial service time with the District may not be eligible for post-retirement health plan participation. The District further proposes to clarify the language related to unit members' dental and other nonmedical benefits.

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.

7. Article 15: Early Retirement Program

The District proposes to clarify this article by removing outdated references to 2004-05.

8. Article 16: Child Development Center

The District proposes to modify this article so that unit members assigned to WCDC accrue vacation hours subject to the same rollover cap as all other District employees.

9. Article 17: Peer Assistance Review

The District proposes to update this article to align it with the revised evaluation process to be established by the existing joint District-AEA Evaluation Committee.

10. Article 20: Disciplinary Action

The District proposes to modify this article to limit confrontations between a unit members and another unit member, student, or member of the public who has filed a formal complaint. The District further proposes to clarify which prior unit member disciplinary actions it may take into account when imposing discipline for a later incident.

11. Article 25: Contract Administration Committee

The District proposes to clarify the scope of the committee's responsibilities and the process by which matters come before the committee.

12. Article 27: Special Education

The District proposes to amend the article to incorporate recommendations made by the current joint District-AEA Special Education committee.