

ALAMEDA UNIFIED SCHOOL DISTRICT BOARD AGENDA ITEM	EXHIBIT F-7
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Meeting Date: January 10, 2012

Item Title: Alameda Education Association's (AEA) Initial Proposals to the District for a New Collective Bargaining Agreement

Item Type: Information

BACKGROUND: Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 *et seq.*), the Alameda Education Association has submitted its initial bargaining proposal to the District for a new collective bargaining agreement.

FISCAL ANALYSIS: Any successfully negotiated changes to the contract between AEA and the District will be within the District's financial ability to cover the anticipated costs.

RECOMMENDATION: Conduct a Public Hearing on AEA's initial proposal for a new collective bargaining agreement with the District.

AUSD Guiding Principle:

- #1 – All students have the ability to achieve academic and personal success.
- #5 – Accountability, transparency, and trust are necessary at all levels of the organization.
- #6 – Allocation of funds must support our vision, mission, and guiding principles.

Submitted by: Thomas Rust, Director of Human Resources
Robert Shemwell, Chief Business Officer

Approved for Submission to Board of Education _____
Kirsten Vital, Superintendent



**ALAMEDA EDUCATION ASSOCIATION
INITIAL SUNSHINE PROPOSAL FOR A SUCCESSOR CONTRACT
JANUARY 5, 2012**

The Alameda Education Association hereby submits the following initial 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

And creating Article 30, Academic Freedom

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

Article 5, Leaves

Article 8, Teaching Hours

Article 13, Safety

Article 20, Discipline

Article 29, Technology

Article 28, PAR

Article 22, Adult School

Due to accountability, transparency and trust being necessary at all levels of the organization, the Alameda Education Association is opening:

Article 2, Negotiations

Article 3, Association Rights

Article 10, Transfer

Article 11, Evaluation

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

Article 12, Benefits

Article 14, Salaries

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.