

**PROPOSED CONCEPTUAL BARGAINING PROPOSALS
BETWEEN THE
ANTIOCH EDUCATION ASSOCIATION/CTA/NEA
AND THE ANTIOCH UNIFIED SCHOOL DISTRICT
FOR A SUCCESSOR AGREEMENT
FOR THE CONTRACT ENDING JUNE 30, 2012
(When Finally Agreed)**

September 28, 2011

1. All previously agreed to side letters, memoranda of agreement, memoranda of understanding, letters of understanding, joint proposals of agreements and understandings and any and all agreements between the parties of any kind, shall be incorporated in any successor agreement as written and agreed unless superseded by subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.
2. Decisions of binding arbitrations that have district-wide impact shall be reduced to writing and incorporated within articles (provisions) of the Successor Agreement.
3. Duration of this proposed Successor Agreement shall be of a term no greater than three (3) years from the end of the Prior Agreement.
4. Unless proposed herein, all articles of the Prior Agreement (July 1, 2008 through June 30, 2012), when finally agreed by the parties shall become a part of any Successor Agreement as written.
5. Necessary date changes shall be made to give full force of implementation to any article of the Prior Agreement or other agreement or memoranda of any kind, agreed to by the parties.
6. Article 11 - Hours of Employment: The Association will propose language to improve this article.
7. AEA has an interest in improving Article 12 - Salary and Article 13 - Health & Welfare Benefits.
8. Article 14 - Grievance Procedure: The Association will propose language to improve the grievance process and procedure.
9. Article 15 - Class Size: Reduction of and equalization in the class sizes of unit members, including language on combination classes.
10. Article 16 - Safety Conditions of Employment: Improve current safety language regarding the safety of personnel, working conditions, and add language for improvements in unit members' rights and abilities to safely discipline students.
11. Article 17 – Transfers: Improve upon language for the orderly assignment, transfer or reassignment of unit members that specifically enumerate and identify teacher support, rights and privileges of the unit member.
12. Article 18 – Leaves: Improve language to bring this article in line with mutual standards to allow reasonable management and application of the purpose for such type of leave.

13. Article 20 - Due Process for Discipline: Propose changes which would enumerate appropriate and fair steps in the progressive discipline process.
14. Add a new article, Special Education, which would address language for class size, working conditions, work load, caseloads, and other issues that affect unit members who teach and/or service in special education capacity.
15. Add a new article, Academies, which would address language dealing with the working conditions, class sizes, and other issues that affect unit members who teach in the academies.