

**Antioch Unified School District**  
**Initial Sunshine Proposal for a Successor Contract**  
**September 28, 2011**

The Antioch Unified School District has a commitment to certain fundamental values which include:

- Student Academic Success
- Fiscal Responsibility
- Organizational Stability
- Professionalism and Mutual Respect

These values and the goals established for the District by the Board of Education guide us in developing and responding to proposals in negotiations.

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

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

**Article 1 (Agreement)**

- It is the District's intent to delete outdated language.
- It is the District's intent to negotiate a multi-year successor agreement with limited annual reopeners.

**Article 9 (Employee Work Year)**

- It is the District's intent to delete outdated language.
- It is the District's intent to modify existing provisions for the length and composition of the employee work year.

**Article 11 (Hours of Employment)**

- It is the District's intent to delete outdated language.
- It is the District's intent to modify existing provisions for elementary preparation time and class sizes.
- It is the District's intent to modify existing provisions regarding the work year of the AEA President, the cost of this position to the District, and the rights of the AEA President upon his/her return to a regular position.

**Article 12 (Salary Schedule and Payment for Paid Extra Duties)**

- It is the District's intent to delete outdated language.
- It is the District's intent to modify existing provisions regarding supplemental pay.
- It is the District's intent to restructure compensation for period substitution.
- It is the District's intent to modify existing provisions regarding the use of bank days.
- It is the District's intent to modify existing provisions regarding secondary teachers who teach a sixth period.
- It is the District's intent to reduce the amount of experience credit that new employees may receive upon hire for salary schedule placement.
- It is the District's intent to clarify and correct inaccurate citations.

**Article 13 (Health and Welfare Benefits)**

- It is the District's intent to clarify and correct inaccurate citations.
- It is the District's intent to modify the circumstances under which cancellation of benefits may occur.

**Article 15 (Class Size)**

- It is the District's intent to modify existing provisions regarding student to teacher ratios at all levels.
- It is the District's intent to add language which provides the District a grace period during which classes may be balanced and staff placed in order to comply with contractual requirements.

**Article 18 (Leaves)**

- It is the District's intent to delete outdated language.
- It is the District's intent to revise existing provisions regarding the use of accrued leave in extended year programs.
- It is the District's intent to modify for clarity the existing provisions for joining the sick leave bank.

**Article 19 (Evaluation Procedures)**

- It is the District's intent to revise the timeline for evaluating certificated employees.
- It is the District's intent to delete language that is not in concert with Education Code.

**Article 26 (Peer Assistance and Review & the Induction Program)**

- It is the District's intent to modify existing provisions as recommended by the PAR Joint Committee.

**Article 27 (Miscellaneous Provisions)**

- It is the District's intent to delete language that conflicts with Board policy.
- It is the District's intent to delete language in order to reduce the District's liability for transporting students.

**Article 34 (Alternative Programs and/or Schools)**

- It is the District's intent to delete outdated language.
- It is the District's intent to revise various provisions to conform to other existing and/or modified provisions in the collective bargaining agreement.

**Appendix**

- It is the District's intent to modify the amounts paid to employees for extra duty activities.
- It is the District's intent to revise the standards under which teachers are evaluated and modify the forms used in the evaluation process.
- It is the District's intent to develop a process for evaluating school counselors.
- It is the District's intent to delete outdated appendices.