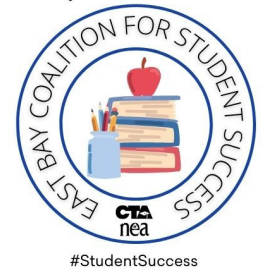




# Antioch Education Association *United for Students*



**ANTIOCH EDUCATION ASSOCIATION/CTA/NEA  
INITIAL CONTRACT PROPOSALS FOR A  
SUCCESSOR CONTRACT  
ENDING JUNE 30, 2025  
September 28, 2022**

1. All previously agreed to side letters, memoranda of agreement, memoranda of understanding, letters of understanding, joint proposals of agreement and understanding 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between the parties of any kind, shall be incorporated in any successor agreement as written and agreed unless superseded by subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.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. 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.
4. The Association will propose improvements to Impact Legislation, the 2024-2025 Calendar, and the following Articles:

Article 1	Agreement
Article 9	Employee Work Year
Article 11	Hours of Employment
Article 12	Salary Schedule and Payment for Extra Duties
Article 13	Health and Welfare Benefits
Article 15	Class Size
Article 16	Safety Conditions of Employment
Article 34	Alternative Programs and/or Schools

5. An audit of the full contract to update all gendered language/pronouns.