

ANTIOCH UNIFIED SCHOOL DISTRICT
District's Initial Proposal
For Negotiations With
Antioch Education Association/CTA/NEA
In the 2022-2023 School Year

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

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

The District continues to acknowledge and appreciate the contributions made to its mission and programs by its certified employees and continues to seek the utilization of equitable and collaborative methods of addressing the needs of the students and parents of the Antioch Unified School District. The District continues to view financial issues in the context of keeping the District solvent, maintaining prudent reserves and preserving quality education for the students of the District.

Accordingly, the District initially proposes to continue the language of the present agreement except as modified in a manner consistent with the matters and issues described below:

The Antioch Unified School District and Antioch Education Association/CTA/NEA have previously agreed that for the 2022-2023 school year, the collective bargaining agreement between the parties will be reviewed in its entirety in addition to discussions specific to salary and benefit.

It is the interest of the Antioch Unified School District to negotiate adjustments in salary and benefits that support and reflect the values and goals described above.