

Leslie Lockhart
Assistant Superintendent, CCUSD

Dear Leslie,

Thanks for inviting us to the bargaining table so early! We appreciate the district's suggestion that we get started now on next year's talks. We agree that an early settlement will send a positive message to our members as well as freeing us up to focus 100% of our energy on student achievement.

Here's our opening proposal for the 2014-2015 school year.

1. Article 32: Wages

- Implement across-the-board salary increase large enough to ensure that our top salary is at least at the median of the 47 unified districts in LA County and moving toward our next goal: the top quarter of the 47 districts in the county
- Add additional salary schedule longevity steps
- Add additional stipends to stipend schedule
- Clarify administrative designee compensation
- Clarify extra-duty assignment pay designation on pay warrants
- Increase opportunities to earn salary schedule credit
- Increase payment to elementary teachers accepting students due to the unavailability of substitutes

2. Article 31: Health and Welfare

- Increase CCUSD's contribution to health care premiums
- Increase annual dental maximum benefit
- Increase life insurance coverage
- Add disability insurance coverage

3. Article 25: Hours of Work

- Add two paid pupil-free days to "set up" and "take down" classrooms
- Establish limits on district-called meetings
- Explore start times/end times alternatives and collaboration/intervention schedules
- Add elementary "meeting-free" days to the collective bargaining agreement

4. Article 2: Recognition

- Add ROP teachers to the bargaining unit

Finally, we would like to discuss the possibility of offering again a retirement incentive program.

Sincerely,

David Mielke, President
4/21/14