

## **Initial Proposals for Successor Collective Bargaining Agreement Negotiations**

### **Submitted by the Coronado Unified School District**

**January 16, 2020**

In accordance with Government Code section 3547, the Coronado Unified School District ("CUSD") hereby submits its initial proposals for negotiations with the Association of Coronado Teachers, for a successor collective bargaining agreement. CUSD reserves the right to amend these initial proposals as permitted by Government Code section 3547.

#### **Article IV Negotiations Procedures**

CUSD has an interest in reviewing, clarifying, and adjusting language regarding the timing and release for negotiating sessions to minimize disruption to instructional time.

#### **Article XII Association Rights**

CUSD has an interest in eliminating outdated language and reviewing, clarifying and adjusting language regarding release time to minimize disruption to instructional time.

#### **Article XIII Transfer and Reassignment**

CUSD has an interest in reviewing, clarifying, and adjusting language for transfer and reassignment practices and procedures to ensure CUSD has the ability to transfer and reassign when it is in the best interest of serving students.

#### **Article XIV Evaluation Procedure and Related Appendices**

CUSD has an interest in reviewing, clarifying, and adjusting language for evaluations to ensure CUSD remains able to conduct fair and thorough evaluations.

#### **Article XV Unit Member Hours and Adjunct Duties**

CUSD has an interest in reviewing, clarifying and adjusting language for unit member work year/day/hours and adjunct duties to in relation to total compensation.

#### **Article XVIII Health and Welfare**

CUSD has an interest in reviewing, clarifying and adjusting language for health and welfare in relation to any adjustment in total compensation.

#### **Article XIX Salary Provisions**

CUSD has an interest in reviewing, clarifying and adjusting language for salary provisions in relation to total compensation, including initial placement of hard-to-fill positions.

#### **Article XXII Peer Assistance and Peer Review (PAR)**

CUSD has an interest in removing outdated language no longer subject to state funding.

#### **Article XXVI Calendar**

CUSD has an interest in retaining the ability establish the instructional and work year calendar in a timely manner and clarifying days off due to heat-related or other weather/climate events.

**Appendix A Extended Day**

CUSD has an interest in reviewing, clarifying and adjusting language for salary provisions in relation to any adjustment in total compensation.

**Appendix H Comparison Districts**

CUSD has an interest in eliminating language setting forth comparison districts.