



2019-2022 AVUTA Contract Sunshine Proposal

AVUTA will negotiate all articles in the current contract. Some of the improvements or changes we are proposing are listed below. We reserve the right to open all articles as a part of the process.

Article #	Major Ideas and Changes (not limited to just these ideas)
1	<ul style="list-style-type: none"> -sunshine presented at the first board meeting in March -the contract runs from July 1, 2019 to June 30, 2022 -conform contract to MOU dated January 29, 2019
2	<ul style="list-style-type: none"> -update acronyms and other language as needed (e.g. ROP to CTE)
3	<ul style="list-style-type: none"> -sunshine presented to AVUSD at the regularly-scheduled board of trustees meeting -clarify negotiations schedule for years 2 and 3 of the contract (e.g. begin negotiation for year two in year one)
4	<ul style="list-style-type: none"> -discuss procedures for complaints against unit members including an appeal process -must notify employee immediately the reason for any kind of disciplinary leave -public charges/citizen complaints; Civility Clause language -personal and academic freedom when teaching California CC grade level standards
5	<ul style="list-style-type: none"> -the district must file all employee documents in personnel files within ten working days of receipt
6	<ul style="list-style-type: none"> changes/improvements by committee
7	<ul style="list-style-type: none"> -the working days and hours of the AVUTA president shall be set by the AVUTA rep council and shared with the district on a calendar -there will be no meetings, voluntary or required, after school on Tuesday unless there is a clear emergency approved by both the district and the AVUTA president or his/her designee -language confirming the use of AVUTA office space at the district office
8	<ul style="list-style-type: none"> -define emergency in section "C"
9	<ul style="list-style-type: none"> -implement AVUTA closed session presentation to the board as a part of the grievance process -implement binding arbitration in the grievance process
10	<ul style="list-style-type: none"> -the transfer process shall be in force every time a position posts -transfer postings must be specific to school site and grade/subject assignment. If the posting is changed, the employee has the immediate right to cancel the transfer request. -teachers who are required to change classrooms shall be provided with two release days and assistance, or if school is not in session, the teacher shall be paid for two per diem days and also be provided assistance.
11	<ul style="list-style-type: none"> -new teachers who are hired after the start of school shall be provided with two release days for classroom preparation and curriculum planning

	-teachers who have an assignment change during the school year shall be provided with two release days for classroom preparation and curriculum planning.
12	-permanent teachers who have served in the district for more than ten years and who have met or exceeded standards will switch to a five-year evaluation cycle -eliminate Stull Bill procedures
13	-create 60 minutes of continuous preparation time daily for all bargaining unit members -compensated time to complete independent study requests, including grading time
14	-clarify District Safety and Health Committee in section "D" and provide a Risk Management report to AVUTA on a monthly basis, and other safety items. -the committee shall meet at least monthly
15	-revisions conforming to new laws -employees shall be permitted to use leave days as needed -bargaining unit members shall receive 12 days of leave per year -an appeal process for denying of any leave
16	-increase stipends for Induction and PAR support providers -mandate certificated coordinator for program as a full-time assignment; stipends must be provided to the coordinator if the coordinator is a support provider
17	-maximum class enrollment cap in all classes -counseling ratios
18	-all teachers shall be guaranteed access to their classroom at least ten working days before the first day of the employee work year.
19	-increase all salary schedule cells by amount of average employee health and welfare contribution -then increase all cells by 10% in the first year of the contract -longevity bonuses based on time in AVUSD- years of service 20, 25, 30, 35 -provide \$5000 to each employee who opts out of the health and welfare package and use additional savings to reduce the program costs for employees who do use the health and welfare package -retirement health care or cash equivalent benefit -administration must offer compensation for any work outside regular working hour -teachers in charge must receive a stipend of \$200 per day in addition to their regular day -tuition reimbursement for credentials in high need
20	-review article to make needed changes
21	-changes/improvements by committee
22	-changes/improvements by committee

02/2019 Approved by AVUTA's Executive Board to go before the AVUSD School Board and AVUSD Negotiations Team.