



# Hearing and Adoption of the District's Initial Proposals Regarding United Professional Educators (UPE) Collective Bargaining Agreement Negotiations for 2022-2023 Re-Opener and 2023-2024 Successor

Board Meeting  
November 2, 2023  
Agenda Item No. 10.1

**Presented by:**

Cancy McArn, Chief of Human Resources  
Dan Schallock, Director II, Employee Relations

**Pursuant to Government Code section 3547**, the District’s initial bargaining proposals that relate to matters within the scope of negotiations must be presented at a public meeting.

It further prohibits negotiation on such proposals until after the public has had an opportunity to be informed of the District’s proposal and provide any comments, and the proposal has been adopted by the Governing Board.

The District’s initial proposal is also presented to the Board at this meeting for final approval and “sunshining.”

# The Purpose

- The purpose of this item is to provide public notice of the District's initial proposals to Teamsters related to collective bargaining of a 2022-2023 Re-Opener and a 2023-2024 successor agreement.
- The District will make proposals to any or all of the articles below to make updates to language to ensure consistency with state and federal law, to ensure the fiscal solvency of the District, and to maintain the efficient operation of the District.

# Articles the District is Sunshining

**Article 5:** Evaluations Of Work Performance

**Article 8:** Salary And Health Benefits

**Article 9:** Work Year

**Article 10:** Promotions, Assignments, Vacancies, And Transfer

**Article 11:** Retiree Health Benefits

**Article 12:** Summer School

Q & A