

**SCTA Proposal to SCUSD
June 23, 2021**

Unless otherwise noted, SCTA hereby rejects the District’s proposals on Article 5, 6, 8, 11, 12, 13, 18, and 21 and offers counterproposals and proposals as indicated below.

Preamble: SCTA Proposal of May 12, 2021

ARTICLE 1 – RECOGNITION: SCTA Proposal of June 23, 2021

ARTICLE 2 – DEFINITIONS. No change.

ARTICLE 3 - EFFECT OF AGREEMENT. No change.

ARTICLE 4 - GRIEVANCE PROCEDURES. SCTA Proposal of May 12, 2021

ARTICLE 5 - HOURS OF EMPLOYMENT. SCTA Proposal of May 12, 2021. SCTA is open to adding two additional, paid training days prior to the commencement of a school year, subject to mutual agreement of the training.

ARTICLE 6 – EVALUATION. On December 9, 2019, the District has made a proposal “to update the current certificated employee evaluation form(s) to make the form(s) consistent with the current California Standards for the Teaching Profession (CSTP)” but to date has not provided the specific “update” it is proposing. SCTA is open to considering the District’s proposal, but requires the District to provide its specific changes in writing.

The Union proposes to discuss updating various job descriptions.

ARTICLE 7 – ASSIGNMENTS. SCTA Proposal of June 8, 2021.

ARTICLE 8 – TRANSFERS. SCTA Proposal of June 23, 2021.

ARTICLE 9 - LEAVES OF ABSENCE. Proposal to follow.

ARTICLE 10 - PERSONNEL FILES. No change.

ARTICLE 11 - SAFETY CONDITIONS. SCTA Proposal of May 12, 2021

ARTICLE 12 – COMPENSATION. SCTA Initial Proposal of May 12, 2021. Full revision of Article 12 to follow.

ARTICLE 13 - EMPLOYEE BENEFITS. SCTA Proposal of May 12, 2021

ARTICLE 14 - PERSONAL AND ACADEMIC FREEDOM. No change.

ARTICLE 15 – SUBSTITUTES. Proposal to follow.

ARTICLE 16 - LIAISON COMMITTEE. No change.

ARTICLE 17 - CLASS SIZE. SCTA Proposal May 12, 2021

ARTICLE 18 - ORGANIZATIONAL RIGHTS. SCTA Proposal June 23, 2021

ARTICLE 19 - DISTRICT RIGHTS. No change.

ARTICLE 20 - MENTOR TEACHER. No change.

ARTICLE 21 - ORGANIZATIONAL SECURITY. Proposal to follow.

ARTICLE 22 - PROFESSIONAL GROWTH PROGRAM RELATED TO THE REQUIREMENTS FOR RENEWAL OF CLEAR TEACHING CREDENTIAL. No change

ARTICLE 23 - CLASSROOM TEACHER INSTRUCTIONAL IMPROVEMENT PROGRAM. No change.

ARTICLE 24 - SITE-BASED DECISION-MAKING. No change.

ARTICLE 25 - SUCCESSOR AGREEMENT. No change.

ARTICLE 26 – DURATION. SCTA Proposal May 12, 2021

NEW Article: Whole Child: SCTA Proposal May 12, 2021 (includes SCTA May 12, 2021 Restorative Practices Proposal.)

NEW Article: Community Schools: Proposal to Follow.

SCTA reserves the right to amend, modify, withdraw or add proposals at any time during the bargaining process.