



*Alameda Education Association*  
2027 Clement Ave. Suite B, Alameda, CA 94501 (510) 521-3034  
aeactanea@sbcglobal.net

---

ALAMEDA EDUCATION ASSOCIATION  
INITIAL SUNSHINE PROPOSAL FOR A SUCCESSOR CONTRACT  
NOVEMBER 18, 2014

The Alameda Education Association hereby submits the following initial proposal for a new collective bargaining agreement with the Alameda Unified School District:

All terms and conditions of the current Alameda Education Association/Alameda Unified School District collective bargaining agreement will remain unchanged, with the exception of agreements that are reached on the following articles:

The Alameda Education Association believes that all students have the ability to achieve academic and personal success. Therefore, the Alameda Education Association is opening:

Article 9, Class size

Article 27, Special Education

In order for all employees to receive respectful treatment and professional support to achieve district goals, the Alameda Education Association is opening:

Article 8, Teaching Hours

Article 13, Safety

Article 20, Discipline

Article 29, Technology

New Article 30, Academic Freedom

Due to accountability, transparency and trust being necessary at all levels of the organization, the Alameda Education Association is opening:

Article 2, Negotiations

Article 10, Transfer

Article 11, Evaluation

Article 26, Effects of the agreement

Allocation of funds must support our vision, mission and guiding principles. Therefore the Alameda Education Association is opening:

Article 12, Benefits

Article 14, Salaries

Article 16, Child Development Center

Due to changes in the California law, the Alameda Education Association proposes deleting:

Article 18, Professional Growth

The Alameda Education Association reserves the right to create, add to, delete from, amend and modify its proposals and/or open articles of the contract during the negotiation process.