

William S. Hart Union High School District Sunshine Proposal for Re-Opener Negotiations with the Hart District Teachers Association

March 27, 2020

District Sunshine Proposals

Consistent with the relevant provisions of the Educational Employment Relations Act (Government Code section 3540 *et seq.*), including Section 3547 of the Government Code, the William S. Hart Unified School District ("District") sunshines the following initial proposals for re-opener negotiations with the Hart District Teachers Association, CTA/NEA ("HDTA"):

Article 7 – Unit Member Workday

The District will propose language to maintain fiscal stability, maintain student academic achievement and educational needs and improve organizational effectiveness.

Article 8 - Teaching Hours

The District will propose language to ensure that the needs of students and programs are more effectively and efficiently met.

Article 12 – Class Size

The District will propose language to ensure equity, student achievement and ongoing fiscal solvency.

Article 19 – Salaries/Appendix A/Appendix B/Appendix C

The District will propose compensation for the 2019-2020 school year that will be commensurate with the District's obligation to maintain fiscal stability, while balancing the interest of a competitive workforce. This includes any necessary changes to Appendix A, Teacher, Counselor, Teacher/Librarian, Nurse Salary Schedule, Psychologists Salary Schedule, and Speech Language Pathologists; Appendix B, Counselors, Teacher/Librarians, School District Nurse, Department/Area Chairpersons, Program Specialist, Induction Director Salary Schedule; and Appendix C, Extra-Curricular Duties Salary Schedule.

Article 25 – Special Education

The District will propose language to ensure that the Association and District research and design special education program(s) for implementation that best meet the needs of special education students.