

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

March 13, 2020

Association 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 Hart District Teachers Association (“Association”) sunshines the following initial proposals for successor negotiations with the William S. Hart Unified School District (“District”)

Article IX Supervision and Extra-Curricular Duties

The Association will propose changes to, and elimination of certain provisions related to supervision and extra-curricular duties

Article X Evaluations

The Association will propose modifications to the evaluation process. These proposals will include changes to the number of observations included in an evaluation, modification of the timeline used in the evaluative process, and the inclusion of District forms referred to within the Article as Appendices to the Contract.

Article XIV Transfers

The Association will propose changes for both “Unit Member” and “District Initiated” Transfers. These changes will include the modification/omission of existing Transfer language, changes to the weighting of certain categories used in the Transfer Rubric, the inclusion of Transfer Rubric Forms as Appendices to the Contract, and the addition of a “District Initiated Transfer Stipend”.

Article XIX Salaries/Appendices A-C

The Association will propose adjustments in employee compensation for the 2019-2020 school year that will provide compensation commensurate with comparable districts.