

WM. S. HART UHSD

2020 – 2021

INITIAL PROPOSALS

# William S. Hart Union High School District Sunshine Proposals for Successor-Agreement With Hart District Teachers Association

June 3, 2020

## **District Sunshine Proposals**

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

### **Article I – Agreement**

The District will propose a three-year term for the successor agreement, with reopeners.

### **Article VII – Unit Member Workday**

The District will propose language to maintain fiscal stability, maintain student academic achievement and educational needs and improve organizational effectiveness, including inclusion of IEP meetings in the regularly-paid workday.

### **Article VIII - Teaching Hours**

The District will propose language to ensure that the needs of students and programs are more effectively and efficiently met, including elimination of restrictions on 6<sup>th</sup> periods.

### **Article XII – Class Size**

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

### **Article XIX – Salaries**

The District will propose compensation for the 2020-21 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 Appendices A, B, and C, and related salary schedules.

### **Article XXI – Unit Member Benefits**

The District will propose changes to current unit member benefits consistent with the District’s interest in maintaining affordable benefits costs for its employees, District solvency and a competitive workforce.

### **Article XXV – 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.

In light of the COVID-19 pandemic and related fiscal crisis, the above proposals will be for a combination of extended workday/work year/work hours, salary reductions, benefits reductions, and class-size increases commensurate with decreased funding expected to be received by the District.