San Leandro Teachers' Association
Initial Proposal to
The San Leandro Unified School District
(Successor Contract Negotiations)

March 23, 2012

The SLTA has already joined the District at the bargaining table for the purpose of negotiating a contract for the 2012-13 school year, to restore programs and avoid RIFs. Although we were not able to come to a mutual understanding in that effort, we seek to negotiate a contract for the 2012-13 school year.

Our members are committed to quality educational programs for our students. We come to the table with the knowledge that our members are the lowest paid in Alameda County. We are greatly concerned about the stability of our teaching staff who have already made significant sacrifices to help protect district programs.

In an effort to streamline the process, SLTA members have prioritized these limited areas of the contract to open during this negotiation process:

Article VII: Hours of Employment
The SLTA proposes to reduce overall meeting time.

Article IX: Class Size
The SLTA proposes to institute class size maximums for Special Education "Moderate to Severe" classrooms.
The SLTA proposes to continue and expand the elementary report card pilot program from the MOU of 6/11/2011.
The SLTA proposes maintaining the Split Class language from the MOU of 6/11/11.
The SLTA proposes amending the language in the contract concerning the length of time class sizes may be exceeded.

Article X: Leaves
The SLTA proposes maintaining the language in the MOU of 6/11/111 concerning Personal Necessity Leave.

Article XIV Safety
The SLTA will make proposals to increase the safety of our members.
The SLTA will propose that the district will compensate our members for personal property loss during professional service.

Article XV: Salary
The SLTA seeks to explore different options for decreasing the out of pocket expense for our members' health insurance.

Article XX: Calendar
The SLTA will propose language concerning Parent Conference Days.
The SLTA proposes amending the language in the contract concerning staff development days.