

CAUSE Proposal: CERTIFICATED & CLASSIFIED Bargaining [2019-20]

Re-submitted - June 2, 2020

The following proposal stands until June 5, 2020, at which time, the Union's position reverts back to proposals provided prior to school closure in mid-March, 2020.

This proposal reflects the Union's desire to provide both bargaining partners time to focus on the uncertainties and unique priorities associated with the COVID-19 PANDEMIC. It is not intended to amend or erode proposals that were previously submitted in the 2019-20 bargaining cycle. Rather, it is intended to post-pone the process for negotiating until the partners have gained sufficient clarity regarding the uncertainties accompanying COVID-19 closure, re-opening, and a return to the routine educational model.

The Parties agree to withdraw any and all proposals and counter-proposals exchanged during 2019-2020 certificated negotiations, and further agree that all articles and current contract language in the certificated and classified collective bargaining agreements remains status quo.

The Parties agree that this will conclude certificated and classified negotiations for the 2019-2020 school year, and all other terms and conditions of the existing collective bargaining agreements shall remain unchanged.

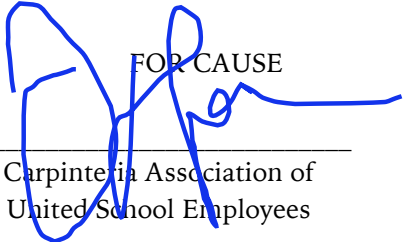
CAUSE Proposal: Bargaining 2019-20 [Classified & Certificated]

- Negotiations for 2019/20 to be complete.
- 2020/21 remains status quo, which means salary and benefits remain the same as well as the entire contract for the 2020-21 school year.
- In Spring 2021 the partners will follow "sunshine" provisions already in the contract and begin the bargaining process for a new three-year contract.
- The bargaining partners will negotiate a fully open contract for the period, July 1st 2021 until June 30, 2023.
- There will be typical re-openers for the 2nd and 3rd year of the contract. (i.e. **Comp & Benefits + 3 articles each.**)
- Although daily configurations at each school site remain uncertain, the 2020-21 Instructional Calendar remains status-quo. (i.e. *including total number of workdays, types of workdays, and workday placement on the calendar*)
- The calendar will have two teacher work days and one PD day at the start of the school year.
 - *A teacher workday is defined as a day faculty are required to provide service, but where the responsibilities and duties associated with that service are determined by the teacher.*
 - *The services and work performed cover a wide variety of duties, but are determined by the teacher without administrative directives or conflicting administrative responsibilities.*
 - *On teacher workdays, Site-Administrators will be physically present and on campus between the hours of 8:00AM - 4:00PM to support faculty needs and duties.*
- **If the CUSD chooses, the Bargaining partners will stagger the CLASSIFIED & CERTIFICATED contract bargaining cycles; thus opening the CLASSIFIED collective bargaining cycle in Spring of 2022.**

FOR THE DISTRICT

Superintendent
Carpinteria Unified School District

FOR CAUSE



Carpinteria Association of
United School Employees