

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

Submitted - June 11, 2020

The following proposal stands until June 18, 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 urgent demands associated with the COVID-19 PANDEMIC. It is intended to postpone 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.

We understand that significant financial and programmatic challenges will likely require negotiations in the near future. We are ready and willing to engage in those discussions when appropriate.

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

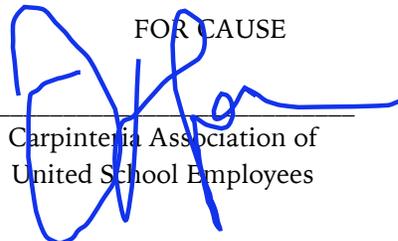
- The Parties agree that this will conclude certificated and classified negotiations for the 2019-2020 school year, and all other terms and conditions of the existing collective bargaining agreements shall remain unchanged.
- the 2020-21 Instructional Calendar remains status-quo. (i.e. *including total number of workdays, types of workdays, and general workday/holiday placement on the calendar*)
- Although daily instructional configurations at each school site remain uncertain, the parties agree that the District calendar for 2020-2021 school year will remain status-quo; including the two (2) "teacher work days" and one (1) "PD workday", at the start of the school year.
- With respect to the two (2) "teacher work days." The parties further agree as follows:
  - Two (2) "teacher work days," as defined above, faculty will be required to provide service, but the responsibilities and duties associated with that service will be determined by the teacher.
  - The two (2) "teacher work days," as defined above, will cover a wide variety of duties, but will be determined by the teacher without administrative directives or conflicting administrative responsibilities.
- With respect to the placement of workdays and holidays on the 2020-21 calendar, the bargaining partners will make every effort to maintain the length and duration of District holidays in relation to District workdays.

FOR THE DISTRICT

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Superintendent  
Carpinteria Unified School District

FOR CAUSE



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Carpinteria Association of  
United School Employees