

OCEAA INITIAL PROPOSAL FOR A COLLECTIVE BARGAINING AGREEMENT

To: OCEAA CTA/NEA/Teachers Union

June, 2010

OCEAA propose to maintain status quo the terms and conditions of employment for OCEAA bargaining unit members as they are established in the following documents:

1. The OCEAA charter, as it may be updated from time to time;
2. The OCEAA Employee Handbook as it may be updated from time to time;
3. Individual Employment Agreements;
4. Current Board bylaws and administrative regulations as they may be updated from time to time; and
5. Existing MOUs between the parties.

OCEAA looks forward to working collaboratively with the teacher leadership of OCEAA/CTA/NEA Teachers Union to develop an agreement that outlines rights and obligations of the parties, and preserves the imperative that OCEAA employees will, as professionals, do whatever is necessary to improve and sustain student achievement.