

ORANGE COUNTY EDUCATIONAL ARTS

ACADEMY / CTA / NEA TEACHERS  
UNION

INITIAL SUNSHINE PROPOSAL

TO

ORANGE COUNTY EDUCATIONAL ARTS

ACADEMY CHARTER SCHOOL

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The Union proposes the following Articles with their provisions be included in the collective bargaining agreement. Specific contract language pertaining to each Article will be presented during the negotiations process.

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The Union proposes the following Articles with their provisions be included in the collective bargaining agreement. Specific contract language pertaining to each article will be presented during the negotiations process.

## AGREEMENT

### ARTICLE 1

AGREEMENT controls all terms and conditions of employment.

## RECOGNITION

### ARTICLE 2

RECOGNITION provision will identify bargaining unit members and reserve bargaining unit work to unit members.

## DEFINITIONS

### ARTICLE 3

DEFINITIONS will be included to set a standard of consistency of terms as used in various Articles throughout the Agreement

## NEGOTIATIONS PROCEDURE

### ARTICLE 4

NEGOTIATIONS PROCEDURE to provide a basic format for the parties to begin negotiations for a successor Agreement and to also include a procedure for amendments and reopeners to the Agreement.

## MAINTENANCE OF STANDARDS

### ARTICLE 5

MAINTENANCE OF STANDARDS to preserve accumulated employee rights and privileges resulting from past practice and ensure proper application of the Agreement.

# NON-DISCRIMINATION

## ARTICLE 6

NON-DISCRIMINATION is included to clearly state for all parties concerned that the employer is aware and acknowledges that it may not discriminate in its employment practices and terms and conditions of employment e.g. state and federal statutes prohibiting discriminations.

## SAVINGS

## ARTICLE 7

SAVINGS to ensure that if any part of the Agreement is tested in a court of competent jurisdiction and held by that court to be contrary to law, the parties must negotiate the provision, illegal in part or in whole while, the rest of the Agreement remains in effect.

## STATUTORY CHARGES

## ARTICLE 8

STATUTORY CHANGES to the law, which may impact conditions of employment to be included in the Agreement.

## DISPUTE RESOLUTION PROCEDURE

## ARTICLE 9

PROCEDURE to provide the enforcement mechanism for all other Articles of the Agreement to try to resolve contractual disputes at the lowest possible level and as a final step if the parties cannot resolve their differences, the dispute is submitted to binding arbitration.

# ORGANIZATIONAL SECURITY

## ARTICLE 10

ORGANIZATIONAL SECURITY clause to provide for payroll deduction of unit members' membership in the association

# ASSOCIATION RIGHTS

## ARTICLE 11

ASSOCIATION RIGHTS to facilitate the administration of the contract and the Association's statutory obligation to represent all members of the bargaining unit, including unit member representation on the Board.

# ASSIGNMENT AND REASSIGNMENT

## ARTICLE 12

ASSIGNMENT AND REASSIGNMENT criteria for a fair and equitable teaching assignment.

# WORK PRESERVATION/REDUCTION IN FORCE/ SUBCONTRACTING

## ARTICLE 13

REDUCTION IN FORCE and the impacts such have on the unit members.

# PROFESSIONAL RIGHTS

## ARTICLE 14

EVALUATION provide procedures and a process to protect unit members from arbitrary and capricious disciplinary action which could have the effect of an arbitrary loss of salary, entering derogatory or defamatory materials into a unit member's personnel file and other types of harassment which are not justified by the actions of the unit member. Also, to include a provision to guarantee that employees will be notified in writing of all public complaints and provisions to give

the employee a chance to respond to or eliminate the complaint from the employer's records.

## UNIT MEMBER DISCIPLINE

### ARTICLE 15

UNIT MEMBER DISCIPLINE procedure, JUST CAUSE/DUE PROCESS provision and PERMANENT STATUS.

## HOURS AND EXTRA-CURRICULAR DUTIES

### ARTICLE 16

HOURS AND EXTRA –CURRICULAR DUTIES to establish the nature and amount of work unit members may be required to do, including the length of the workday, how the workday is structured, extra-curricular duties and length of the work year.

## LEAVES

### ARTICLE 17

LEAVES provision to establish rights and benefits as it pertains to leaves, paid and unpaid, and establish rules and regulations relating to the administration of such leaves

## HEALTH AND WELFARE BENEFITS

### ARTICLE 18

Provide Employer paid and sponsored HEALTH AND WELFARE BENEFITS to protect unit members from catastrophic expenses resulting from medical problems. These benefits should include but not necessarily be limited to health, retirement, life, dental, vision, prescription and income protection benefits.

## SALARIES

### ARTICLE 19

Negotiate salary for the 2009-10 fiscal year/school years.

Establish a uniform salary schedule with a minimum and maximum salary that is comparative and competitive with Orange County public schools and provides for unit members who work a longer day to be paid on a pro-rata basis for additional time worked. The salary schedule should include, this list is not limited, the following, anniversary/longevity increments, daily rate of pay, and unit members with Master's and/or Doctorate degrees to received appropriate additional compensation. Rules and regulations/method of payment of wages to unit members should be included as well as placement based on training (units) and experience (service). Other compensation for extra-curricular and supplemental duties should also be negotiated as well as any mandated duties/assignments that may incur business expenses.

## RETIREMENT

### ARTICLE 20

RETIREMENT provisions to provide STRS and explore other fringe benefit programs

## TECHNOLOGY & OTHER RELATED CONTRACT PROVISIONS

### ARTICLE 21

TECHNOLOGY & OTHER RELATED CONTRACT PROVISIONS will address the unit member needs as they relate to the necessary computers, software, and tech support necessary to conduct an excellent educational program, as well as management of classroom student data input, grading, record keeping, and curriculum based software, etc.