



# BONITA UNIFIED SCHOOL DISTRICT

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**Superintendent**

*Carl Coles – Superintendent*

**Assistant Superintendents**

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*Kevin Lee – Human Resources Development*

*Matthew Wien – Educational Services*

**Board of Education**

*Derek Bahmanou*

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September 23, 2019

Paul Kim  
Bonita Unified Teachers Association  
Negotiations Chair

## **Re: Bonita Unified School District Initial Proposal to Bonita Unified Teachers Association**

In accordance with Article XXVI of the collective bargaining agreement between the Bonita Unified School District and the Bonita Unified Teachers Association, the District submits the following initial proposal for the parties 2020-2021 negotiations:

Maintain the language contained in the most current collective bargaining agreement for July 1, 2017 through June 30, 2020, executed by the parties except as set forth herein below:

### **A. Automatic Re-openers**

The District has an interest in reviewing the contract language associated with Salary, Health and Welfare Benefits, and Calendar.

### **B. Article 2: Class Size**

The District has an interest in reviewing the contract language associated with class size relative to elementary PE, max prep loads, master scheduling, and secondary overages.

### **C. Article 5: Summer School**

The District has an interest in reviewing the contract language associated with summer school and collaboration with outside entities.

### **D. Article 6: Hours**

The District has an interest in reviewing the contract language associated with preparation time, instructional/professional duties, parent conferences, extra assignments, adjunct duties, Student Service Coordinators, state reimbursed days, and to remove a position title from one of the articles.

### **E. Article 7: Safety Conditions**

The District has an interest in reviewing the contract language associated with safe working conditions.

### **F. Article 8: Reassignment Procedures**

The District has an interest in reviewing the contract language associated with involuntary and voluntary reassignments.

**G. Article 9: Transfer Procedures**

The District has an interest in reviewing the contract language associated with involuntary and voluntary transfers.

**H. Article 14: Organizational Membership**

The District has an interest in reviewing the contract language associated with dues and being in compliance with the Janus Decision.

**I. Article 19: Peer Assistance and Review**

The District has an interest in reviewing the contract language associated with selection of consulting teachers.

**J. Article 21: Job Sharing**

The District has an interest in reviewing the contract language associated with job shares that dissolve.

**K. Article 23: Hourly Career Technical Education**

The District has an interest in reviewing the contract language associated with evaluations in this section.

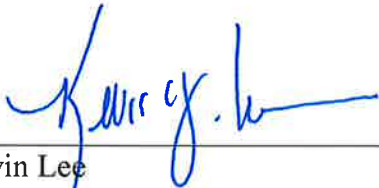
**L. Article 26: Duration**

The District has an interest in updating the contract language with accurate dates.

**M. Appendices and Memorandums of Understanding**

The District has an interest in reviewing all appendices, the Table of Contents and MOU's.

*The Bonita Unified School District reserves the right to add, delete, or modify these proposals as determined through the bargaining process, including but not limited to responses to proposals made by BUTA.*

A handwritten signature in blue ink, appearing to read "Kevin Lee", is written over a horizontal line.

Kevin Lee  
Assistant Superintendent, HRD