

UNITED TEACHERS OF RICHMOND, CTA/NEA

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President

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SUNSHINE PROPOSAL FOR CONTRACT REOPENERS FOR THE 2016-2017 SCHOOL YEAR

January 3, 2016

The United Teachers of Richmond hereby submits the following initial proposal for contract reopeners for the 2016-2017 school year with the West Contra Costa Unified School District (WCCUSD).

1. All previously agreed to side letters, memoranda of agreement, memoranda of understanding, letters of understanding, joint proposals of agreements and understandings and any and all agreements between the parties of any kind, shall be incorporated in any successor agreement as written and agreed upon unless superseded by subsequent agreement between the parties or delineated to be changed by this or subsequent proposals by the Association.
2. Necessary date changes shall be made to give full force of implementation to any article of the Prior Agreement or other agreement or memoranda of any kind, agreed to by the parties.
3. All terms and conditions of the current United Teachers of Richmond/West Contra Costa Unified School District collective bargaining agreement will remain unchanged, with the exception of agreements that are reached on the following articles:
 - a. The United Teachers of Richmond believes that all unit members are essential to the education of WCCUSD students. It is recognized that this proposal is part of an ongoing goal to implement and sustain a long-term commitment to improving salary for all bargaining unit members, to attract and retain diverse highly qualified teachers and to provide salaries commensurate with the cost of workforce affordable living in WCCUSD and the San Francisco Bay Area. Therefore, the United Teachers of Richmond CTA/NEA is reopening:

Article 23: Salary