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BY: _____ *BJ*

April 29, 2015

Ed McLaughlin, president
Board of Trustees
Len Foreman, superintendent
Durham Unified School District

Dear Mr. McLaughlin and Mr. Foreman

This letter serves as the Durham Unified Teacher's Association Sunshine Proposal for contract openers for the 2015-2016 school year. The Association wishes to open discussion and revision of the following Articles:

1. **Article XVII - Salaries**
 - a. Discuss contract language/compensation that would provide salary increase be equal in percentage to that of the percentage increase "PER ADA CHANGE OVER PRIOR YEAR (as per FCMAT calculator) to the district, including base revenue limit, equalization, deficit reduction, and any other new monies for 2015-16.
 - b. **Appendix B: Extracurricular Schedule**
 - i. Coordinator for WASC
 - ii. Outdoor School Advisors
 - iii. Coaching
2. **Article XII - Assignments, Reassignments, and Transfers**
 - a. Add language providing District support for teachers required to move classrooms following a transfer or reassignment.
3. **Article X - Leaves**
 - a. Personal Necessity Leave

The Association looks forward to working with the District to discuss the above articles, in addition to the items included in the District's contract openers. We realize that additional items may be discussed throughout the negotiation process as needed per **Article IV - Negotiation Procedures.**

Respectfully,
Karla Rigsbee
Karla Rigsbee
Lead Negotiator, DUTA