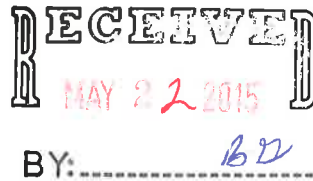


May 21, 2015

William Askea, DUTA President
Karla Rigsbee, DUTA Lead Negotiator
DUTA Negotiating Team



Dear Mr. Askea and Mrs. Rigsbee:

This letter serves as the Durham Unified School District's Sunshine Proposal for contract openers for the 2015/16 school year. The District wishes to open discussion and revision of the following Articles:

Article X – Leaves

- a. Streamline the language to reflect FMLA provisions

Article XII – Assignments, Reassignments and Transfers

- a. Streamlining the posting of vacancies assuring that unit members retain their rights to internal positions but allowing the external postings to be made on a faster timeline.
- b. Discuss additional transfer language.
- c. Equitable posting of extra-curricular job postings.

Article XIV – Evaluation

- a. Add language allowing site administrators to choose a goal to be evaluated in addition to the goal selected by the teacher.

Article XVI – Employee Benefits

- a. Change to language providing insurance to employees who have exhausted paid leave
- b. 50/50 Insurance Split

Job Descriptions

- a. The District would like to update job descriptions.

A handwritten signature in blue ink, appearing to be "Len Jones".