



"Preparing Tomorrow's Leaders"

DURHAM UNIFIED TEACHERS ASSOCIATION
P.O. B ox 700 DURHAM , CA 95938

November 8, 2012

Bob Bultema, President
Board of Trustees
Durham Unified School District
P.O. Box 300
Durham, CA 95938

Dear Mr. Bultema:

This letter serves as the Association's Sunshine Proposal for contract openers for the 2013-14 school year. The Association seeks to negotiate:

1. Article XVII #1--contract language that would guarantee that any salary increase be equal in percentage to that of the percentage increase in new monies (C.O.L.A.) to the district including base revenue limit, equalization, deficit reduction and any other new monies for 2012-13 (page 38)
2. Article XVI #8-- retirement incentive language (page 35-37)
3. Article X #2—language to allow for donations of monies in lieu of donated days for catastrophic leave bank (page 14)
4. Article XII #2—language to clearly specify the process in which notice of vacancies are made available to employees (page 21)

We realize that additional items may be discussed throughout negotiations for the 2013-14 school year as needed (Article IV).

Respectfully yours,

Michelle Eaton, President
Durham Unified Teachers Association