



**DURHAM
UNIFIED
SCHOOL DISTRICT**

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**Initial Proposal of the Durham Unified School District
to the Durham Unified Teachers' Association**

November 8, 2012

The District's mission is to improve achievement for every student and to foster an environment where every student has the opportunity to be successful. Provisions of the collective bargaining agreements with our valued employee partners play a significant role in the success of the District's plan for raising student achievement. The District believes that a positive partnership between the District and the bargaining units within the district, marked by a respectful and transparent negotiations process, will yield greater implementation of these goals and ensure a welcoming educational and employment environment.

School districts in California are facing extraordinary budget and revenue pressures, as they continue to be funded at a 23% deficit in their revenue limit funding. The District continues to deficit spend, and during the 2012-13 school year a substantial portion of one-time reserves are being expended. The passage of Proposition 30 alleviates that pressure in some ways; however, the District will still be required to reduce its expenditures in upcoming years in order to avoid a qualified budget status and to ensure that the District can meet its financial obligations.

Proposed Changes to Negotiated Agreement

Pursuant to article 4 of the agreement, the District proposes the following changes for reopeners effective in the 2013-14 school year:

Article 4: NEGOTIATION PROCEDURES

The District proposes revising these provisions, both to update them and to specify mutually agreed parameters for an efficient and transparent negotiations process.

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Article 8: TEACHING HOURS

The District has an interest in changes to this article as part of an effort to reduce budgetary expenditures. Some potential items include changes to the work year commensurate with proposed changes in compensation, or other changes in the work schedule to maximize instructional efficiency. As negotiations continue, other options can be explored.

Article 10: LEAVES

The District has an interest in modernizing the language in this article for clarity and brevity. The District also has an interest in specifying limits on some leaves; for example, jury duty leave. In addition, the District has an interest in harmonizing provisions related to kin care and avoiding potential conflicts among paragraphs.

Article 17: SALARY / RELATED APPENDICES (A THROUGH E)

The District has an interest in proposing changes to the compensation package that reduce overall budget expenditures as needed to ensure that the District's budget outlook remains positive. Potential items for negotiation include reductions in the work year with corresponding compensation reductions, changes to the salary schedule, and changes to extra duty and related items. The District remains open to creative solutions that minimize the impact on employees.

OTHER

The District proposes non-substantive changes throughout the agreement for consistency such as using standard numerals instead of Roman numerals and otherwise renumbering paragraphs for clarity.

The District also reserves the right to propose other revisions to the parties' collective bargaining agreement, to respond to DUTA proposals, or as otherwise agreed.