



**Rowland Unified School District's Initial Proposals to
The Association of Rowland Educators (ARE)
2019-20 Contract Negotiations**

December 13, 2018

As required by Government Code section 3547, the Rowland Unified School District ("District") submits the following initial proposals to the Board of Education for public hearing and adoption in advance of negotiations with the Association of Rowland Educators.

The Board recognizes the importance of providing effective programs to meet the needs of students and that results in their success.

In this successor bargaining agreement negotiations, the District proposes to explore, discuss and negotiate amendments to the following articles:

- Article IV: Association Rights/Organizational Security. The District proposes to review and amend current contract language in light of a recent United States Supreme Court Decision.
- Article VII: Hours, Duties and Work Year. The District proposes to review and amend the current agreement in order to meet the academic needs of students.
- Article IX: Evaluation Procedures. The District proposes to review current evaluation documents and amend to meet current standards for our certificated employees.
- Article XII: Leaves. The District proposes to review and amend current agreement to clarify processes.
- Article XIII-Health and Welfare Benefits. The District proposes to review options available in order to promote health and welfare among employees. The District also proposes to review current agreement language and amend accordingly.
- Article XIV-Salary Schedules and Rules. The District proposes to continue to provide fair and competitive compensation in this area. The District proposes to review current agreement language and amend accordingly.

- XVI: Early Retirement. The District proposes to review current agreement, amend language to clarify benefits provided to eligible early retirees and to explore options in order to reduce costs.

The District reserves its right to introduce new subjects for negotiation during the course of bargaining in conformance with the notice requirements set forth in Government Code section 3547(d).

The District looks forward to positive and constructive negotiations with the Association of Rowland Educators.