

DNTA Sunshine Proposal 2021-2022
January 28, 2021

Article 1
Professional
Agreement

- Update terms
- Update proofreading procedure

Article 2
Association
Rights

- Clarify Association Rights for District Services
- Clarify Association Business protocols
- Modify Release Time language
- Clarify Unit Members' Information sharing procedure
- Modify procedures for Labor/Management meetings

Article 3
Class Size

- Clarify and modify caseloads, class sizes, and maximum contacts and ratios; establish caseloads for certain service providers; modify relief associated when those limits are exceeded
- Modify balancing of classes and special education class loading language and relief
- Modify when overage payments are made

Article 4
Concerted
Activities

- Modify this article to allow for strike, or eliminate this article

Article 5
Bargaining Unit
Members

- Clarify progressive discipline procedures and processes

Article 6
Retirement
Programs

- Modify Retiree benefits eligibility

Article 8
Grievance
Procedures

- Include mutually developed and agreed upon grievance forms

Article 9
Health and
Welfare Benefits

- Increase benefits contribution to accommodate anticipated premium increases and plan changes

Article 10
Hours and Days
of Employment

- Modify what unit member work days are designated for
- Modify school calendar approval with clearer timelines and providing for an approved rolling three year school calendar
- Clarify adjunct duties and procedures
- Clarify scheduling of faculty meetings
- Increase daily planning/prep periods and modify relief when periods are not provided
- Clarify how school schedules are made
- Establish instructional minutes by grade span
- Adjust professional responsibilities

Article 11
Leaves

- Modify leaves, procedures and duration
- Extend Donated Sick Leave program

Article 12
Management
Rights

- Eliminate this article

Article 13
Negotiations

- Modify negotiation norms and processes

Article 20
Salary

- CTE credit modification
- Increase years of credit for past certificated experience
- Modify process for access to extra duty paid hours
- Clarify per diem qualification requirements
- Modify recruitment procedures, payments and policies
- Clarify which units count towards salary schedule advancement and procedures for unit evaluation committee
- 5% increase to each cell of the salary schedule
- Modify payments to include an August paycheck or 11 paychecks/year option

Article 24
Summer School

- Modify selection criteria to be prioritized
- Clarify seniority language for layoffs

Article 26
Transfers/
Reassignments

- Clarify definitions
- Clarify unit member and administrative transfers and procedures
- Clarify reassignments
- Clarify accommodations and relief when unit members are transferred or reassigned

Appendix A
Salary Schedule

- Increase each step of the salary schedule by 5%
- Clarify salary schedule headers
- Increase years of credit for past certificated experience

Appendix B
Supplemental
Pay

- Modify stipend amounts
- Evaluate and modify stipend job descriptions
- Clarify purpose of stipends
- Modify and streamline when stipends are paid
- Clarify application process for stipends where applicable

Appendix C
Summary of
Health and
Welfare Benefits

- Increase benefits contribution to accommodate anticipated premium increases and plan changes