

CAMPBELL UNION SCHOOL DISTRICT  
Sunshine Proposal

to

Campbell Elementary Teachers Association

March 29, 2018

In an effort to support the District's Strategic Plan, the Local Control Accountability Plan (LCAP), and core initiatives pursuant to Government Code section 3547, the Campbell Union School District ("District") hereby "sunshines" or submits the following initial proposal to the Campbell Elementary Teachers Association.

The district's core initiatives are:

- Every child a reader by the end of third grade;
- All students learn at high levels (one year's growth);
- Close the opportunity gap.

The district is bringing forward the following articles and potential clean up language.

1. Article 9 – Hours and Days of Employment

In an effort to continue the learning communities, the district is interested in discussing:

- Opportunities for collaboration to support students' learning needs.
- Adjunct duties to better align with school and district needs.

2. Article 10 – Compensation

Appropriately compensate employees while maintaining a fiscally responsible and positively certified budget.