



# Capistrano Unified Education Association

March 30, 2012

Jodee Brentlinger  
Assistant Superintendent, Personnel  
Capistrano Unified School District  
33122 Valle Road  
San Juan Capistrano, CA 92675

Dear Jodee:

Article 12 in the collective bargaining agreement requires that the parties submit their initial proposals no later than April 1 in the calendar year in which the agreement expires. CUEA submits the following as their initial proposal for a successor agreement in order to fulfill the public notice requirement per Government Code 3547. Per the CBA, the parties shall commence to meet and negotiate beginning no later than 10 working days after the completion of public notice requirements.

#### Article 5 Hours of Employment

- Develop limits for time spent beyond work hours on meetings
- Modify Article 5.11 in order to allow the school calendar to be negotiated
- Decrease the number of duties that elementary school teachers are required to perform
- Insert language that would modify student spring conference requirements

#### Article 8 Class Size

- Form a joint CUEA/CUSD committee to develop guidelines for creation and maintenance of elementary combo classes

#### Article 10 Leaves

- Increase the amount of personal necessity days per Article 10.3.3

#### Article 11 Association Rights

- Increase the number of days for Association paid release time per Article 11.5

#### Miscellaneous

- Rotate site leadership positions (for example, department chair, leadership team, 6/5's)

It is CUEA's intent, in compliance with Article 12 in the collective bargaining agreement as well as applicable state law, to meet and negotiate sufficiently in advance of the end of the current agreement in order for a new agreement to be reached.

Please contact me at your earliest convenience to schedule negotiations sessions.

Sincerely,

Christine Balentine  
CUEA Executive Director

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EXHIBIT 4