



**GARDEN GROVE EDUCATION ASSOCIATION
2010-2011 BARGAINING PROPOSALS**



The Garden Grove Education Association (GGEA) is the exclusive representative for all full time teachers, nurses, and librarians in the Garden Grove Unified School District (GGUSD).

GGEA surveyed bargaining unit members and prepared the 2010-11 Bargaining proposals for the 2010-11 Contract. The proposals are presented in good faith and reflect the bargaining priorities of the bargaining unit members.

The Association proposes to continue all terms and conditions of the 2009-10 Contract and Addendums with the following changes:

Article 1: Agreement

- The Agreement shall remain in full force and effect from September 1, 2010 through August 31, 2011

Article 4: Hours of Employment

- Reevaluate the existing Contract language and establish school calendars for 2010-11 and 2011-2012
- Where class sizes have been or will be temporarily increased due to budget constraints, explore ways to provide additional prep time
- Explore and implement ways to decrease excessive workload (prioritize, stream-line procedures, etc.) across grades Preschool-12
- Establish policy and guidelines for AERIES Gradebook, Parent Portal, Credit Recovery, On-line Classes, etc.

Article 6: Safety

- The District shall provide a safe, positive, and healthy work environment for all employees, including improved disaster preparedness and compliance

Article 7: Evaluation Procedures

- Place restrictions on administrator's ability to alter grade level placement at the elementary schools dependent on the analysis of district-wide data

Article 10: Transfer Procedures

- Clearly delineate the transfer process within the GGEA/GGUSD contract
- Include appropriate teachers (grade level, department, etc.) on interview panels for open teaching positions at school sites

Article 12: Wages

- Maintain the current salary schedule including step and column
- Explore, and possibly implement, an early retirement incentive program