

## AGENDA ITEM VI.A.

### EL CAMINO REAL ALLIANCE

To: Board of Directors  
El Camino Real Alliance

From: David Hussey, Executive Director  
El Camino Real Alliance

Date: October 22, 2020

Re: **Public Disclosure of El Camino Real Alliance's  
Initial Proposals for 2020 Negotiations with UTLA**

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Consistent with its charter, El Camino Real Alliance (“ECRA”) is the independent public school employer of the employees of the Charter School as specified in the Educational Employment Relations Act (Government Code Section 3540, *et seq.*). This includes employees of ECRA who are represented by United Teachers Los Angeles (“UTLA”).

As such, this memorandum is to disclose to the public ECRA’s initial proposals pursuant to Government Code Section 3547 related to the collective bargaining agreement between ECRA and UTLA.

The applicable collective bargaining agreement is set to expire on June 30, 2021. Thus for 2021, it is the intent of ECRA to negotiate the following articles:

- **Article I – Agreement**: ECRA may propose a contract term of July 1, 2021 – June 30, 2024, including appropriate reopener provisions.
- **Article VIII – Evaluation**: ECRA may propose changes to the evaluation criteria and procedure, as well as alternative methodologies for evaluation.
- **Article IX – Discipline & Personnel Files**: ECRA may propose changes to clarify causes for and procedures related to discipline and maintenance of personnel files.
- **Article XII – Leaves of Absence**: ECRA may propose changes to the Article to maximize consistency and continuity of instruction.
- **Article XIII – Hours, Duties and Work Year**: ECRA may propose changes to the Article to clarify and/or modify certificated duties and the scheduling of activities, both during and outside of the regular school hours and school days, to ensure the short-term and long-term economic sustainability of ECRA, and to address shortfalls

in cash flow due to the deferments in funding expected over the next few years. ECRA may also propose changes to the school calendar and bell schedules.

- **Article XV – Assignments**: ECRA may propose changes to the Article to improve student instruction and maximize consistency and continuity of instruction.
- **Article XVII – Compensation and Salary Point Credit**: ECRA may propose changes to the Article with the goal of fiscal integrity while maximizing student achievement.
- **Article XVIII – Health and Welfare**: ECRA may propose possible cost saving measures, including, but not limited to, changing plans.
- **Article XX – Academic Freedom and Responsibility**: ECRA may propose changes to the Article to ensure that all staff are presenting impartial instruction that allows for presentation of contrary and other legitimate viewpoints.
- **Article XXI – Student Discipline, Property Loss and Legal Support**: ECRA may propose changes to the Article to comply with appropriate policies for student discipline.