

During bargaining sessions held On February 25<sup>th</sup> and 26<sup>th</sup>, 2014, the Etiwanda School District and Etiwanda Teachers Association met to begin collective bargaining. Both parties proposed changes to the following articles:

Article IV.	Personnel Files
Article V.	Association Rights
Article IX.	Unit Member Work Hours and Responsibilities
Article XI.	Absence and Leave Provisions
Article XII.	Class Size
Article XIV.	Unit Member Evaluations
Article XVII.	Employee Benefits
Article XVIII.	Salaries
Article XXIV.	Peer Assistance and Review
Article XXVI.	Reopener Negotiations and Delivery of Agreement

In addition, the Etiwanda Teachers Association proposed changes to the following articles:

Article II	Recognition
Article X.	Extra Curricular
Article XIII.	Assignment and Transfer
Article XV.	Unit Member Safety
Article XXI.	Unit Member Work Calendar

Both parties exchanged proposals, questions and preliminary opinions on the suggested changes to the articles noted above. Both parties tentatively agreed on changes to the following articles:

Article II	Recognition
Article IV.	Personnel Files
Article XIV	Unit Members Evaluation
Article XV	Unit Members Safety
Article XXIV	Peer Assistance and Review
Article XXVI.	Reopener Negotiations and Delivery of Agreement

The District and ETA agreed further negotiations are needed to discuss proposed changes to the articles noted above. Through these negotiations, the District and ETA believe that both parties will continue to collaborate and create reasonable solutions involving all stakeholders, which also benefit our students and student achievement. Both parties are sincerely committed towards this goal.

Both parties greatly appreciate the energy and attention that each has brought to the table and anticipates a thoughtful and earnest discussion regarding the tentative changes to the contract language.

Our next meeting is scheduled for March 4, 2014.

*Handwritten signatures:* D. Smith, Mark, Fran, Amy, Hawaii, Julie, Jennifer, Terry, Carl, Doug, Hawaii