Contract Improvement Process Planning

**Goals**

* Identify issues for the bargaining process.
* Encourage participation of all ETA members in process.
* Provide relevant information regarding current contract language and issues for all members.
* Provide Bargaining Team with information and membership feedback for all identified issues.

**Proposed Time Line**

**September 2013**: Approval of CIC process and formation of CIC Teams at September RA

**September 2013 – February 2014**: Participation for general membership in reviewing information on current contract and gathering membership feedback. While all work will be completed within this time frame, each team will determine the required time commitment from participants.

**March 2014**: Selection of Bargaining Team and notification to District. Formation of Bargaining Support Team from CIC teams.

**April 2014:** Bargaining training and session planning.

**May 2014 and ongoing**: Bargaining Support Team providing communication to members.

**Process for CIC Teams**

* Formation of CIC teams to provide information and feedback from membership will be planned by ETA Board and approved at the September RA.
* Teams will be structured using RA members and ETA Board. Additional volunteers from sites will be organized by Reps. Groups will be chaired by a Building Rep. An ETA Board member will help each team to coordinate meeting resources. Rep Chair will be responsible for agendas, time lines, and team participation.
* Suggested Teams to include: Compensation, Class Size, Student Growth and appraisal, Time to include planning, meeting, parent conferences, Appendix F. Additional teams or subgroups may be formed as directed by RA.
* Teams will be supplied with foundation information, ETA planning calendar, basics of constructing surveys, access to IEA resources and ETA survey and email. Teams will meet prior to October RA to create plan for the team to include information sharing and process for collecting feedback. Monday September 23, 4:00-6:00, all volunteers will meet to begin planning. (Location TBD)

**Team Planning Document**

**Group Topic:**

**Rep Chairperson**:

**ETA Board contact**:

**Membership Participants:**

**Identified initial concerns:**

**Methods for sharing information with membership** (based on identified areas of concern):

**Method for collecting feedback from membership**: