

# NVEA/NVUSD

## Proposal for Exceptions to the Collective Bargaining Agreement

School: \_\_\_\_\_ Team or Department: \_\_\_\_\_

Date of Application: \_\_\_\_\_ Effective Date of Proposed Exception: \_\_\_\_\_

1. Describe the nature of the restructuring proposal ( one page summary attachment will be acceptable).

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2. Contract provisions requiring exceptions (specify section and proposed exception.)

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3. Sign-off of the site-leadership team confirms all of the following: *((The Site Leadership team”, as it pertains to proposing Site Based Exceptions, is to include representation of NVEA site reps, and/or unit members.)*

- Issues have been clearly identified for all affected unit members.
- All appropriate data have been considered.
- Stakeholders to the decision have been identified and appropriately involved.
- A tentative implementation plan has been approved by a site-level leadership team.
- A consensus decision has been reached using the following definition: *Consensus is reached when all stakeholders have had a say and the will of the group has emerged and is evident even to those who disagree.*

4. The site level leadership team (please check one):

- Endorses this Site Based Exception to the Collective Bargaining Agreement.
- Refers the proposal to District Leadership for review and assistance.
- Refers the proposal to District Leadership with a request that a vote be held.

Signatures of parties submitting this proposal:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

District Shared Decision Making Team Response: • Approved • Revision recommendations:  
(See CBA Article 17.5.2)

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