

**Initial Bargaining Proposal of the
Sweetwater Education Association
to the
Sweetwater Union High School District**

February 2013

Over the most recent financial crisis, the Sweetwater Education Association has proven it's willingness to make sacrifices. We've willingly accepted a temporary increase in staffing ratio, which has saved the district over \$11 million annually. This current school year we saw the first 3 furlough days in Sweetwater history take place. Over the last two years SEA has been willing to accept up to 16 furlough days based on actual need. We have forgone increases to both the salary schedule and our health benefits package over five years. SEA members have done this in recognition that our first concern are the students and communities we serve.

However, with a state economy that is improving and the successful passage of Proposition 30 last November, we believe that tide has turned and the long-term financial outlook for public education in California will be much improved. At a time when even the most conservative projections see an increase in school funding over the next several years, the time for sacrifice is over. The Association will promote its core values of creating and sustaining an educational environment that facilitates student learning, instruction, safety, academic integrity, and that provides bargaining unit members a fair and equitable salary and health benefits package.

The Association proposes opening the following articles:

ARTICLE 4 ADULT SCHOOL

The Association believes that Adult School educators provide an invaluable service to members of our community. We will propose changes that will reflect improvement in the compensation package and language that will allow us to deal with proposals made by the Governor that would affect our unit members if those changes became a reality.

ARTICLE 5 ALTERNATIVE EDUCATION

We will be proposing changes in contract language with will reflect the new district reality.

ARTICLE 7 CLASS SIZE

The Association believes that reduced class size improves student achievement. Therefore, the Association will address staffing allocation, caps, current class size limitations, class balancing and impact of special needs students on individual class and total student contacts.

ARTICLE 11 CREDENTIAL INCENTIVE PROGRAM

The Association believes it's in the best interest of our members and their students to have properly credentialed and well prepared teachers, therefore we will propose changes to this article to promote proper credentialing.

ARTICLE 12 DUTY HOURS

The Association believes that all unit members play a vital role in the operation of our schools. Therefore, the Association will address the expanded professional expectations of members to ensure they are appropriately compensated, evaluated and provided with adequate working conditions.

ARTICLE 16 FACULTY ADVISORY COMMITTEE

The Association believes student achievement is enhanced as a result of collaborative effort between teachers and the District. Therefore we will be proposing language to this article that will current reality within the district.

ARTICLE 18 HEALTH AND WELFARE BENEFITS

The Association believes that the health of members is paramount for the delivery of consistent quality education to our students. Therefore, the Association proposes an improved benefit program for active unit members and retirees.

ARTICLE 30 PROFESSIONAL GROWTH PROGREAM (Credential Renewal)

As it currently stands, this article contains non-relevant language. The Association will be proposing modifications that reflect current state requirements.

ARTICLE 32 SAFETY CONDITIONS OF EMPLOYMENT

The Association believes unit members and students should work and learn in a secure and safe educational environment. Therefore, the Association proposes improving existing contract guarantees and improving upon District enforcement of current Board policies, California statutes, and Education Code provisions.

ARTICLE 35 TEACHING ASSIGNMENTS

The Association believes that education professionals must have a say in how the instructional day is structured. Therefore we will be proposing language that clarifies current language on modification of the instructional program.

ARTICLE 37 WAGES

The Association believes employees must be fairly compensated. Therefore, the Association proposes fair and equitable compensation, including base schedule and extra services as well as pro rata per diem compensation for all work performed beyond the duty day/year.