

Sweetwater Education Association Bargaining Proposal

The Association recognizes the current state of the economy and the budgetary constraints of all school districts and is willing to collaborate with the district in creating a fair and equitable collective bargaining agreement. Therefore, the Association will protect its core values of sustaining/creating an educational environment that facilitates student learning, instruction, safety, academic integrity, and that provides association unit members a fair and equitable standard of living.

- The Association believes certain sections of the contract need modification because they are outdated, no longer meet the needs of our current situation, may have been modified by side letters of Agreement, or may have been changed by current law.

Therefore, the Association proposes changes in Articles 1-38 and Appendices A-N, inclusive.

- 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.

- The Association believes employees must be fairly compensated.

Therefore, the Association proposes fair and equitable compensation, including base schedule and extra services, along with an improved benefit program for active unit members and retirees. Teachers should be paid pro rata per diem for all work performed beyond the duty day/year.

- 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.

- The Association believes that the Adult School Program is an important element of the Sweetwater District and the community.

Therefore the Association proposes adult school teachers be appropriately compensated and language be modified to provide adult school teachers greater job security and rights.

- 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 District enforcement of current Board policies, California statutes, and Education Code provisions.

- The Association believes the New Teacher Assistance/Induction/PAR Programs contribute to the success of the unit members.

Therefore, the Association proposes language be modified to ensure further success.

- The Association believes unit members must be accurately informed of compensation and leave balance.

Therefore, the Association proposes improving the information provided to members.

- The Association believes demands on the teachers of bilingual students and English Language Learners (ELL), including Sheltered English Instruction and Structured English Immersion have increased.

Therefore, the Association proposes teachers roles be carefully examined and contract language be modified to reflect the needs of these teachers.

- The Association believes that credit recovery, online instruction and other instruction offered outside of the duty day are integral to the success of Sweetwater students, especially in light of increasing expectations.

Therefore, the Association proposes teachers be compensated pro rata per diem and the selection process, as well as all other aspects of the programs, be improved.

- The Association believes student achievement is enhanced as a result of collaborative effort between teachers and the District.

Therefore, the Association proposes curricular and instructional issues, including academic/instructional coaching, Professional Learning Communities, Curriculum Instruction and Assessment Teams and School Leadership Teams be addressed through the collective bargaining process.

- The Association believes that various alternative education settings provide crucial opportunities for a wide cross-section of students and require an extended work year for unit members.

Therefore the Association proposes that all creditable service be reported in an equitable manner.