

**Initial Proposal of the Sweetwater Union High School District  
to the  
Sweetwater Education Association/CTA/NEA**

**December 12, 2011**

**Introduction**

In preparation for contract negotiations with the Sweetwater Education Association/CTA/NEA, the District has carefully examined the existing collective bargaining agreement (CBA). While many changes to contract provisions could be proposed, the District recognizes that the present document represents decades of negotiated compromise.

The District's initial proposal is based on the recognition that changes are needed in order to align with the principles and core values established in the District's Strategic Plan. These are of crucial importance to students, the district, employees and the community. To support these principles and core values, the District proposes opening the below listed articles and all appendices of the CBA and adhering to the following core values for negotiations:

**Academic Focus and Student Success**

The district and its employees will engage in endeavors that directly support the secondary educational program. The District must do everything to provide a variety of learning experiences that provoke exploration, creativity and inquiry. We must continually provide excellent curriculum, instruction and programs that enable all students to develop the skills necessary to succeed in higher education and the world of work.

**Fiscal Responsibility**

The District will make all decisions and take all actions based strictly on the best interest of the students. The District will engage in endeavors that directly support our secondary educational program. The District must maintain a balanced budget and maintain adequate reserves for economic uncertainties.

**Fair and Equitable Compensation for all Employees**

The District places a high value on all employees and recognizes their impact on the success of District students. Within the context of core values and our fiscal ability, the District will provide a fair and equitable total compensation package.

**Quality and Safe Learning and Working Environment**

The District and employees will honor the dignity of each person and our Vision to fulfill the promise of 100% student success. District employees take pride in having safe campuses that maximize student and staff safety, and offer optimal learning environments and security for all.

**Decisions Meet Legal Requirements**

The District and its employees will promote a culture of integrity, respect and trust. The District must ensure that decisions made will be in accordance with all State and Federal laws and codes.

**ARTICLES TO BE OPENED**

<i>ARTICLE 1</i>	<i>AGREEMENT</i>
<i>ARTICLE 4</i>	<i>ADULT SCHOOLS</i>
<i>ARTICLE 5</i>	<i>ALTERNATIVE EDUCATION</i>
<i>ARTICLE 6</i>	<i>CALENDARS &amp; WORK YEAR</i>
<i>ARTICLE 7</i>	<i>CLASS SIZE</i>
<i>ARTICLE 12</i>	<i>DUTY HOURS</i>
<i>ARTICLE 15</i>	<i>EXTRA SERVICE ASSIGNMENTS</i>
<i>ARTICLE 18</i>	<i>HEALTH AND WELFARE BENEFITS</i>
<i>ARTICLE 21</i>	<i>LAYOFFS/DISMISSALS OF UNIT MEMBERS</i>
<i>ARTICLE 24</i>	<i>NEGOTIATION PROCEDURES</i>
<i>ARTICLE 34</i>	<i>SUMMER SCHOOL/INTERSESSION</i>
<i>ARTICLE 35</i>	<i>TEACHING ASSIGNMENTS</i>
<i>ARTICLE 37</i>	<i>WAGES</i>

*ALL APPENDICES*