

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

May 13, 2024

Our members desire to create a more professional and positive working environment in alignment with the values that the Association and the District share: creating and sustaining an equitable teaching and learning environment that facilitates the success, safety, and well-being of each student. We are also committed to supporting and retaining highly qualified educators. It is the hope of the Association to work together with the District to create a climate of transparency and professionalism. With this in mind, the Association intends to open the following articles:

Article 4 ADULT EDUCATION

The Association believes Adult School educators provide an invaluable service to members of our community. These educators provide adults with essential skills and knowledge to participate in society as citizens, workers, parents, and community members.

We will propose changes with the intent of moving toward equity among Bargaining Unit Members.

Article 5 ALTERNATIVE EDUCATION

The Association intends to clarify language for alternative education. We assert that all changes should be collaborative and agreed upon by both parties.

Article 6 CALENDARS & WORK YEAR

The Association acknowledges that members are professionals entitled to relevant professional development that is driven by the needs of those members. Furthermore, the Association maintains that schools, teachers, and students benefit from full-time access to Library Media Teachers in order to thoroughly realize the Libraries of the Future.

Article 7 CLASS SIZE

The Association believes in creating safe classroom environments for all subject areas. Therefore, the Association proposes modifying language pertaining to class size, as it relates to both daily student contacts and individual course section counts, for optimal learning environments.

Article 12 DUTY HOURS

The Association asserts that innovative schedules within the duty hours need to be tailored to the needs of the community. Therefore, the Association proposes expanding student access to more robust enrichment opportunities beyond those required for graduation.

Article 15 EXTRA SERVICE ASSIGNMENTS

The Association contends that supervision outside of the duty day should be in accordance with our professional expertise and training. The Association proposes a fair and equitable compensation for stipends and extra service assignments.

Article 16 FACULTY ADVISORY COMMITTEE

The Association affirms that the authentic collaboration that occurs within the Faculty Advisory Committee is a critical part of building and sustaining effective schools. The Association intends to clarify current language.

Article 18 HEALTH AND WELFARE BENEFITS

The Association maintains that the health of members and their families is paramount for the delivery of consistent, quality education to our students. The District has an obligation to provide greater support to SEA members and their families to be competitive with neighboring districts. Therefore, the Association proposes an improved benefit program for bargaining unit members.

Article 25 TEACHER INDUCTION AND SUPPORT SERVICES

The Association supports members' professional growth at all stages of their careers. Therefore, the Association proposes to clarify and streamline the language that applies to professional support services for new and experienced teachers.

Article 31 SAFETY CONDITIONS OF EMPLOYMENT

The Association is committed to creating and sustaining a safe teaching/working and learning environment in which our members can fulfill their duties without fear or worry for their personal safety. The District has an obligation to ensure a safe working environment for all staff; therefore, the Association proposes creating a more inclusive article to address safety conditions of employment.

Article 34 TEACHING ASSIGNMENTS

Teaching assignments must be made equitably and with consideration to individual teacher's strengths. Therefore, the Association contends development of teaching assignments must be collaborative.

Article 35 TRANSFER

The Association strives for equity and transparency during the transfer process. The Association seeks strengthened oversight of the transfer process to maintain bargaining unit members' rights.

Article 36 WAGES

The Association believes employees must be fairly compensated. Therefore, the Association proposes fair and equitable compensation in order to be competitive with neighboring districts.

Article 37 SPECIAL EDUCATION

The Association commits to modifying and expanding this Article to ensure all students with disabilities receive an equitable education in compliance with State and Federal guidelines. Therefore, the Association proposes improvements in services for students with special needs and for their service providers.

NON-SPECIFIC

In addition, the Association will revise language throughout the collective bargaining agreement in regard to formatting, extinct language, inclusivity, mechanics, redundancy, and consistency so long as the intent of the language is maintained.