

**Sylvan Educators Association
2018-2019 Certificated Labor Contract
Initial Bargaining Proposal**

Article 2: Recognition

- SEA has an interest in clarifying unit recognition to include “BCBA’s” and “Credentialed Nurses.”

Article 6: Leaves of Absence

- SEA has an interest in improving contract language, including, but not limited to, Article 6.6 Personal Necessity Leave, Article 6.15 Bereavement Leave, and Article 6.16 Earned Leave.

Article 7: Transfer

- SEA has an interest in improving staffing criteria in Article 7.5 Voluntary Transfer.

Article 9: Hours of Employment

- SEA has an interest in negotiating the work year calendar in its entirety, including the calendar of events.
- SEA has an interest in a modification of language for Sixth Grade instructional minutes and prep time.
- SEA has an interest in establishing IEP parameters.
- SEA has an interest in providing one half day sub to 4th-6th grade teachers for parent conferences.

Article 11: Teacher Safety

- SEA has an interest in examining contract language concerning medical procedures.

Article 18: Job Shared Contracts

- SEA has an interest in establishing parameters for Staff Development Activities.

Miscellaneous:

- SEA has an interest in establishing parameters for new security measures.
- Teachers’ children attending site of choice.

Automatic Reopeners

Article 14: Wages

- SEA has an interest in competitive wages.
- SEA is seeking an improvement to longevity increments.
- SEA has an interest in improved contract language for Article 14.1.2
- SEA has an interest in Professional Stipends

Article 15: Health and Welfare Benefits

- SEA is *status quo*