



**Sylvan Educators Association
Initial "Sunshine" Proposal for 2019-2020**

In accordance with the Collective Bargaining Agreement between the District and SEA Article 4.8, SEA proposes the following:

Article 9: Hours of Employment

- SEA has an interest in Tier 2 Intervention language.
- SEA has an interest in Site Work Day all staff meeting language.
- SEA has an interest in eliminating all before school yard duty assignments.
- SEA has an interest in Presidential Release Time.

Article 16: Teacher Discipline

- SEA has an interest in improved Progressive Discipline language.

Automatic Reopeners

Article 14: Wages

- SEA is seeking competitive wages.
- SEA is seeking an improvement to longevity increments.
- SEA is seeking compensation for increased workload due to Tier 2 Intervention.
- SEA is seeking per diem rate for all professional development attendance outside of the contracted work calendar.
- SEA is seeking compensation for all members who are pulled from their contracted position due to the sub shortage.
- SEA is seeking to increase the Dept Chair Professional Stipend for Nurses.

Article 15: Health and Welfare Benefits

- SEA is seeking an improvement to the monthly insurance rebate.
- SEA is status quo on terms of participation.