

**Elk Grove Education Association**  
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**Bargaining for 2022-2023**

**April 2022**

**In compliance with state EERA laws, the Elk Grove Education Association is “sunshining” its intention to seek contract modifications to the areas mentioned below. Consistent with the commitment to seek collaborative solutions with the Elk Grove Unified School District, specific contract language is not offered. This proposal is designed to allow the public to understand the issues being considered by the two parties.**

**The Association’s interests are outlined as follows:**

**Compensation**

- Salary compensation including but not limited to certificated salary schedules, hourly wage, wages for substituting, stipends, extended learning/summer school/intervention sessions, professional development, non-construction related classroom movements, grade/prep changes,

**Benefits**

- Increase EGUSD’s monthly contributions to EGBERT to equal employee’s monthly contributions
- Increase the employee premium rebate and health benefits waiver amount

**Working Conditions**

- Develop plan to improve working conditions for special education teachers including but not limited to: safety, class sizes, IEP development, caseload/workload, support, and program movement
- Develop plan to address safety/discipline issues
- Develop plan to address low educator morale and mental health issues
- Develop language regarding unit members being pulled from normal duties to substitute
- Develop a new model for staffing secondary schools to promote lower class sizes/ counseling ratios/nursing ratios.
- Develop student contact/class size limits for secondary
- Reduction in class sizes in elementary
- Create more prep time within the instructional day for elementary
- Modify/Revise/Create contract language for staff, including but not limited to Library Media teachers, instructional/intervention coaches, nurses, counselors, computer resource/PE teachers,
- Revise/Clarify language about pre-service meetings, staff meetings and professional development
- Revise contract language regarding educational advancement and experience Advancement rules
- Establish priority status for inter/intra district transfers