

Environmental Educators United Sunshine Proposal

The following shall be the sunshine proposal from the Union—Environmental Educators United/CTA/NEA for all matters to be bargained in the successor collective bargaining agreement (Agreement) between the parties. These proposals are preliminary and will be subject to modification, addition, or deletion as is appropriate through the negotiations process.

II. Term and Negotiation Procedure

EEU will propose a term for a successor contract.

VII. Workyear, Workweek, and Workday

EEU will propose the maintenance of flexible work hours that permit addressing the needs of students and staff.

IX. Compensation

EEU will propose a fair and competitive compensation schedule to attract and retain staff who will best serve our students. EEU will also propose compensation for additional work duties and responsibilities.

X. Health and Welfare Benefits

EEU will propose fair and competitive health and welfare benefits.

XI. Discipline

EEU will propose procedures for the discipline and dismissal of members that conform to the principles of just cause and due process.

XII. Leave of Absence

EEU will propose fair and competitive leave benefits.

XIII. Evaluations

EEU will propose evaluation procedures for members.

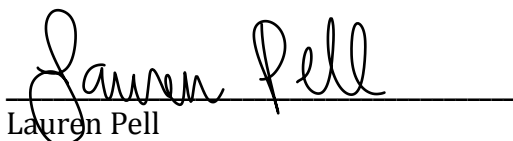
XIV. Safety

EEU will propose procedures ensuring safe conditions for teaching and learning.

XX. Additional Rights Not Specified

EEU will propose that all rights afforded to regular public school employees under the California Education Code shall be granted to members unless specifically specified otherwise in this Agreement.

EEU will be proposing a new article to address Student Supports.

A handwritten signature in black ink, reading "Lauren Pell", is written over a horizontal line.

Lauren Pell
EEU President