

## ETA Proposal #1

Association leave updated to not have guidelines for the number of release days.	
Requesting one release day a week for association president to tend to union business.	
Binding Arbitration (Agreement upon a third party ruling during the grievance procedure)	
Work hours: ETA is proposing an end time to the work day. Thirty minutes after regular day dismissal.	
Preparation Time: -ETA is asking for one minimum day a week for middle school to match the elementary school sites. -ETA is asking for Grades 1-5 to have to have a 50 minute PE prep. -ETA proposed that the district can only take 10 PE prep's per year.	
District to provide six release days for SDC/ RSP and SLP.	
ETA is asking for a duty free day (Before, recess, after school)	
-ETA is proposing the addition of Aunt and Uncle to bereavement leave. -Suggesting 5 days of leave regardless of distance traveled.	
Class Size: TK and Kinder full day aids. -First through Third grade will be provided a 3 hour aid if enrolment exceeds 25. -Fourth and Fifth will be provided 3 hour aid if enrollment exceeds 30. -An additional Aid may be requested if SDC enrolment exceeds 14.	
A comprehensive curriculum will be made available for all instructional programs.	
-Benefit allotment will be equal to that of Kaiser Family plan, and \$1,000 cafeteria fund	

<p>for unused benefit plan money.          -Employee benefit overpayment redistribution.</p>	
<p>-ETA is seeking a 5% salary increase to the salary schedule.          -Reduce longevity increments from 35 to 30.          -Replace step 30 with step 35 \$ amount</p>	
<p>CALSTRS reduced workload program. Ed code 44922.</p>	
<p>Hourly rate will be increased from \$37.50 to \$45.</p>	
<p>Stipends;          -Intermediate allotment increased from \$6,000 to \$12,000.          -Elementary allotment will be increased from \$2,500 to \$5,000.</p>	
<p>IEP timecard will begin thirty minutes after a unit members workday.</p>	