



**SUNSHINE PROPOSAL 9/20/12**

**Article 7: Wages and Health and Welfare Benefits**

7.1, 7.2, 7.3, 7.5, 7.6

The Association is interested in maintaining a competitive salary and benefits. We are interested in having the District maintain the current health insurance plans for all members. We also intend to negotiate 12 month pay for all members.

**Article 8: Hours of Employment**

8.1, 8.2, 8.7, 8.8, 8.17

The Association is interested in increasing the duty-free lunch break. We are also interested in maintaining the current level of staff meetings and clarifying the definition of said meetings. We are interested in increasing the amount of recess time at the elementary level. We are also interested in maintaining the current level of meeting time during preparation days prior to the beginning of the student year.

**Article 13: Leave Policies**

13.2, 13.3

The Association is interested in maintaining or increasing the number of sick leave days. We are also interested in more flexibility in the use of accrued sick leave.

**Appendices I-VI**

The Association is interested in maintaining a competitive salary schedule, coaching/activity pay, and ratio schedule.