

The Santa Barbara Unified School District's  
Sunshine Collective Bargaining Proposal  
For Inclusion Into the Agreement with  
California School Employees Association, Chapter 37

**Article V: Wages**

The District will propose changes to Section 4, Bilingual Premium Pay that will improve equity for employees providing bilingual services.

The District will propose changes to Section 7, Professional Growth Policy, to enhance professional learning for classified employees.

The District will propose to make all Step & Column increases effective on the first day of the fiscal year.

**Article VIII: Health & Welfare Benefits**

**Article VII: Leaves**

The District will propose changes to Section 1, Vacation Leaves, to clarify contradictory language.

The District will propose changes to Section 3, Sick Leave, that will promote accountability and improve the efficiency of District operations.

**Article XV: Disciplinary Action and Appeal**

The District proposes to reformat Article XV.