

**BHE November 16, 2024**

**Community Proposals**

These proposals are intended to promote a culture of accountability, inclusiveness and respect in order to enhance morale and support community.

Collegiality and Community

A commitment to cultivating and maintaining a professional environment that emphasizes inclusiveness, mutual respect and professionalism.

Appendix R, Anonymous Complaints

Provides an avenue to address a series of anonymous complaints of the same or similar nature.

**Supplemental Benefits Proposals**

These proposals seek to protect and promote the mental and physical health of unit members, while also ensuring an optimal learning environment for students.

Article IV (Sick Leave Bank)

Consolidates and organizes the sick leave bank language and provides for a more concrete request process while preserving the intent of sick leave bank usage.

Article IV (Wellbeing)

Provides a process for addressing mental or physical concerns that may affect unit members' ability to perform the responsibilities of their positions