

# PAEA BUZZZ

NOV 2008

THE NEWSLETTER OF THE PALO ALTO EDUCATORS ASSOCIATION

## CLAD

During the past month a lot of new information has come to light. I would like to state here that some groups of teachers have been unfairly characterized as slackers. The history of CLAD is as follows:

**1996** - The State of California mandated that all teachers providing core instruction hold a CLAD credential or its equivalent (SDAIE, LDS, BCLAD...) There were four paths available to attain CLAD

- SDAIE training during the summer months or on weekends for teachers who were tenured before January 1999. These were paid for by the district until 2000. Afterwards the training could be done at the County Office of Education for a fee
- Prep courses followed by an exam. At teachers expense.
- UC Santa Cruz extension classes. At teachers expense.
- Univ. of San Diego independent study courses. At teachers expense.

**2005** - The State of California changed the mandate. Now non core teachers must have a CLAD equivalent or CTEL. Information regarding this change was not disseminated to teachers either by the State of California or the District. Non core teachers continued to believe that they were not required to attain the CLAD authorization.

**2008** - California is now seriously auditing districts for correct assignment of teachers. Non core teachers are just learning of the change in the laws. At this point the first option listed above for attaining CLAD/CTEL has disappeared. The district is providing free of charge the following:

- In house test preparation classes
- Books or materials required for the classes
- The test fees
- Pod-casts and video tapes of the preparation classes for teachers to listen to or view at home
- Books for the Stanford online class

## **NEGOTIATIONS**

During the past month PAEA proposed a 5% salary increase along with a sun-setting of the Early Retirement Health Benefit for new hires after June 30, 2009. We decided to forego the District proposed HRA in exchange for the greater salary increase. Our reasoning on this was employees can put additional money into a 403b towards future Early Retirement health premiums if they planned on retiring early. While those employees who did not think they would retire early or stay with the district for 20 years to qualify would still have the benefit of the money.

### **GOOD NEWS**

Friday October 31 we learned that the district intended to accept that proposal.

### **BAD NEWS**

Wednesday November 5 the Governor called the legislature back into session to make mid year cuts to the education budget. All districts including PAUSD were advised to postpone contract settlements until the education budgets cuts are clearly identified.

### **WHAT'S NEXT**

The Association and the District met last week to draft a Memo of Understanding (MOU) preserving the agreements we have reached so far, including the new health plans due to begin in January. The new health plans will cost approximately \$1.5 million in this fiscal year. The MOU also memorializes the intent to agree to a 5% salary increase while recognizing the current economic uncertainties.

We will ratify this MOU before winter break in order for the new health benefits to begin.

## **WHAT ARE THE CURRENT AGREEMENTS**

- 1. The Parent Teacher Conference Stipend is increased to \$200 per day. The rest of that paragraph remains unchanged preserving the status quo.
- 2. School counselors school year is lengthened to 191 days. Site administrators requesting more days will pay per diem. (already in contract)
- 3. The district will provide more web based information for teachers requesting an intra-district transfer.
- 4. The date for teachers requesting a leave without pay is moved to March 31.
- 5. The district will pay for the increases in Health Benefits. This is a \$1 and a half million dollar cost.
- 6. The district will pay \$2500 to teachers opting out of the district's health plans if they can prove they have comparable insurance.

Understandably, we are all disappointed. The Negotiations Team worked hard to get to this point and was not pleased to postpone the end. We are living through difficult times. We will continue to monitor the situation in Sacramento and let you know when negotiations resume. In the meantime you can expect to hear from your site reps about the partial contract ratification in the next few weeks.

**For more details check out Table Talk on the [paeacta.org](http://paeacta.org) website**

## **Additional CLAD Information**

The in house preparation classes can be customized for the district and so teachers signing up for the test should let Scott Bowers know how many hours of prep they want. Some of the test prep classes can be scheduled on staff development or staff meeting times.

University credits earned from the Stanford or other online courses can be used for salary advancement credit as in the past.

The County Office of Education offers an extensive schedule of prep classes on the following website:

[http://santaclara.k12oms.org/services\\_detail.php?catalog\\_id=1864](http://santaclara.k12oms.org/services_detail.php?catalog_id=1864)

## **Health Plan Opt Out Caveat**

Employees, who can prove comparable insurance, can receive \$2500 to put towards any contribution required by the spouse's or partner's employer. They need to let HR know by early December.

**WARNING** Please be very sure your alternate insurance is in place before you opt out. We do not want anyone to have a lapse of insurance for even one day.

**Nov. Rep Council Meeting** will be held on Thursday 11/20 4:00–6:00 PM at Duveneck School 705 Alester Avenue, Hosts Doug Burress & Mangla Oza



**PAEA EXECUTIVE BOARD**

<b>President</b>	<b>Triona Gogarty</b> <a href="mailto:trionag@earthlink.net">trionag@earthlink.net</a>
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<b>Site Reps for 08-09</b>					
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If you would like to be a Representative for your site contact Triona Gogarty. There are once a month meetings for which you receive a stipend. Each site can have more than one representative and rep. positions can be shared.