



March/April 2013

BUZZZ

Negotiations Update!

We are DONE!!

We finally finished Negotiations. We will be holding a General Membership Meeting to explain the changes in the contract in detail and to answer questions. The meeting will be Wednesday, April 24 from 4:00 - 6:00 pm at Addison Elementary in the MP room.

Compensation:

We will be getting a 3% raise on the salary schedule retroactive to July 2012 and 1.5% off the salary schedule retroactive to July 2012. That is a total of 4.5% for this year.

Professional Learning Stipend (in both the Compensation Article and Appendix C):

- Teachers will be expected to participate in 18 hours of professional development over 2 years. Since the program is new, the first cycle will be 3 years instead of 2 years. You may choose to do 18 hours every year and earn the \$1200 stipend each year, but you will only be expected to do 18 hours over the span of 2 years.
- The professional learning (PL) opportunities will include
 - In-district professional development activities that will be offered throughout the year (evenings and/or weekends) and in the summer
 - In-district collaborative professional learning activities (i.e. working with a colleague(s) on developing units or working on ideas like flipped classes or Common Core...)
 - Out-of-district professional learning that meet district and/or site goals. This includes conferences, university classes...The professional learning activity has to be approved by your site administrator. If denied, you can appeal it to H.R.
- A Professional Learning Committee will be assembled and it will contain 3 teachers and 3 people appointed by the D.O.
- There is language about extenuating circumstances that would cause a teacher not to be able to complete these hours and the district will look at those and can waive the expectation.
- Teachers coming back from a two year leave will be encouraged to participate in this PL program prior to the start of the school year.

Negotiations Update Continued

Hours:

- **Elementary Meetings:** The language was changed to *“Elementary teachers will not be required to attend more than an average of four (4) hours per month over a two month period for such meetings outside the regular school day.”* This means that we do not have to wait until the end of the year to average the hours, we can average them every two months and if an administration goes over, your site rep should inform them. If administration continues to go over the hours then members can file a grievance. Leadership meetings do not count towards these 4 hours. No teacher shall be required to be on the leadership team, it is a voluntary position.
- **Staff Meetings:**
 - **Elementary:** At the elementary level they can now be scheduled on the restructured Wednesdays if it works. Teachers need to enforce the language that states *“The principal and teaching staff/leadership team at each elementary school site will jointly determine an annual schedule of mandatory staff meetings with specified start and end times.”*
 - **Secondary:** Added language: *“The principal and the leadership team at each secondary site will jointly determine an annual schedule of mandatory staff meetings within the restructured day”*
- **Conference Days:**
 - K - 6 teachers, including SDC teachers, shall be given up to four days of release time per year for the purpose of conducting bi-annual Fall and Spring parent conferences or a stipend equal to four days. That rate has been raised to \$270/day
 - Resource Specialists, ELL teachers, Reading Specialists and Speech/Language teachers shall also be given these days if they attend the fall or spring parent conferences. The district stressed IEP's for all teachers are not included as these conferences and never have been. They are required by law and are part of the professional responsibility.
- **Minimum Days after Back to School Night:**
 - *“Elementary teachers shall be dismissed at the end of the student instructional day on Wednesday of the week in which their elementary school holds its Back-to-School-Night.”*
 - *“Secondary school teachers shall be dismissed at the end of a minimum day instructional schedule on Friday of the week in which their secondary school holds its Back-to-School-Night.”*

Working Conditions:

- **Secondary Preparation/Planning/Conferencing:** New language: *“Full time classroom teachers at the middle and high school levels shall have two sevenths (2/7) of the instructional periods for the purpose of instructional preparation, individual and joint planning, parent and staff conferencing, and student support. The classroom teacher has the professional discretion to use the time within these purposes. At the middle school level, teachers shall use one common preparation period per week for a “team” meeting. Middle school elective subject “team” members, who are unable to attend the team meetings, shall participate by contributing their views/information on meeting topics on a weekly basis. The scheduling of preparation periods shall be done at the site level to meet the needs of the program, staff, and students.”*
- **Student Medical Procedures:** New language: *“Unit members may agree to receive an annual stipend for being the on-site primary provider of necessary pupil medical procedures. The Primary Medical Provider Stipend is listed in Appendix H.”* The stipend will be \$1500/year.

Negotiations Update Continued

Class Size: (the parts struck out are the old language)

- Class Size Staffing Ratios

The class size staffing ratios within each school shall be based on the following:

Grades K-1One teacher per average of ~~20~~ 22 students*

Grades 2-3One teacher per average of ~~20~~ 23 students*

Grades 4-5One teacher per average of ~~20~~ 24 students*

Grades 6 (Core).....One teacher per average of 24 24 students*

Grades 7-8 (Math/English)....One teacher per average of 24 24 students*

Grades 9 (Math/English)One teacher per average of ~~20~~ 24 students*

Grades 10 (English).....One teacher per average of 24 26 students*

Grades 6-12One teacher per average of ~~28.5~~ 28.5 students

*Class size reductions supported by State or local funding

- Remediation: remediation would start with the new numbers

- Elementary: K-5 remediation will be given for each student after the number of students above (i.e. for a 4th grade class, remediation would be given if the class goes above 24 students). The remediation will be paid quarterly and will be calculated on the fifteenth day of each quarter.

- Secondary: If the class size staffing ratios for grades 6 through 12 within a school exceeds the above listed averages on the fifteenth day of the school year and/or the beginning of the second semester, the remediation measures would apply.

Appendix H:

- Certificated Special Salaries and Stipends

- Home Teaching ~~\$33.76~~ \$45.00

- Hourly Teaching ~~\$33.76~~ \$45.00

- Professional Development Learning Hourly rate ~~\$40.00~~ \$45.00

- Academy Hourly Teaching ~~\$41.83~~ \$45.00

- Teacher Recommendation Writing (after 10th student) \$40/student

Appendix C - California Standards for the Teaching Profession & Calif. Standards for the School Counseling Profession Clarification Addendum:

- CSTP Standard 3: Understanding and Organizing Subject Matter for Student Learning: *In order to provide readily available and inclusive access to learning expectations, instructional materials and assignments, secondary teachers are expected to electronically post homework assignments and materials in a timely manner.* If materials are copy right protected you would not post them. This is mainly for materials that you create and hand out to students.

- CSTP Standard 5: Assessing Students for Learning: *In order to provide timely feedback on student learning, secondary teachers are expected to electronically post updated grades at least once every three weeks.* If you don't have a grade to update, then you obviously won't be updating it.

Great Resources for Teachers

www.cta.org/idp

CTA has a great website for Instructional Professional Development that has links and information about many topics such as Special Education and Common Core. You can find many answers to questions you have there and if you can't find the answers there are people you can contact and ask them your question and they will get back to you. To find many of the topics, click on IPD Topics near the top of the page. You will find Common Core Standards, Special Ed., Credentialing, High School Issues, Rtl... and many more.

speceducation@cde.ca.gov

If you have Special Education questions that you can't find an answer to you can email your question to the above email address. Somebody will email you back with an answer or ask to call you to explain the answer. You can do this anonymously. They might ask what district you are from for data purposes, but that is fine, they aren't asking for it to take any action.

www.ctainvest.org

Thinking about your future and investments. CTA has another great site that helps you with how to invest. There are calculators and tons of information. If you can go to a CTA sponsored workshop on Investing it is great. I went to one and found out about the website and also found out important information, such as: you really shouldn't invest in annuities (for many reasons). The site is:

These links can also be found on our website:

PAEA Website: www.paeacta.org

Please visit our website - Suggestions & Comments about the website and Buzz are welcome: Teri Baldwin teri.paea@gmail.com