

## TABLE TALK

09-05-2008

### PAEA

**Grant Blackburn**

**Leslie Bowen**

**John Hebert**

**Martin Vetter**

### PAUSD

**Scott Bowers**

**Becki Cohn-Vargas**

**David Johnson**

**Gary Prehn**

The two negotiation teams met on Friday at the district office from 9 to 3 to begin discussions on the new contract. Kevin Skelly started the day off with an overview of some of the districts interests. These include:

- finding ways to put more money on the salary schedule in order to continue to attract and retain the best teachers,
- improving and promoting professional development,
- containing medical costs and
- containing retirees' medical costs
- changing the deadlines for notification of leave and retirement so as to enable the district to hire earlier in the year rather than in the summer.

Grant Blackburn stated the association's interests

- obtaining a salary increase commensurate with the district's ability to pay
- a common interest in professional development
- establishing a transfer policy with better access to information on available positions for teachers
- continuing the work began last year on extending preparation and planning time to all special education teachers.

Discussion on specific articles

### Article VII Hours

**District** – Contract should be amended to include mention of the five additional days worked before the start of school by **counselors**. Contract for counselors should read 191 days. This can come as per diem pay or as compensatory time off.

**Association** – in general agreement. Wants to table discussion issue and talk with **counselors**.

**District** – Wants to change use of **Parent Teacher Conference days** to reflect the wording in contract and discontinue use of compensatory time off. There has been a problem with scheduling of CTO near weekends and holidays negatively impacting the availability of subs and the smooth running of the schools.

**Association** – Acknowledged the need to better schedule CTO days. Should be used according to rules governing PN days. In order to encourage less use of CTO days the stipend should be increased to the teachers per diem rather than the \$161.00 in Appendix H.

#### **Article XI Leaves**

**District** – Include military leaves as defined by federal and state law.

**Association** - in agreement

**District** – change the date for notification of return from leave in order to allow for better staffing planning.

**Association** – agreement, will continue to discuss actual date

**District** - Establish a date for notification of intent to retire and incent this with a notification bonus.

**Association** - general agreement but needs more discussion

#### **Article VIII Transfers**

**Association** – Seeks more information on available positions within district for permanent staff seeking to change school sites. Will have a proposal by Sept 12.

**District** – Will look into solving some of these problems with technology.

#### **Article XIII – Working conditions**

**Association** - Seeks to continue extending preparation and planning time to more teachers, specifically Speech Language Teachers but not limited to them. Possibly solving this problem could also help to make the position more attractive to new hires. Currently heavy caseloads do not allow for the scheduling of free prep time.

**District** – SLPs and other non classroom teachers should be able to schedule students to allow for prep time. The matter will be researched.

#### **CLAD certification**

**District** – A problem has arisen. The state of California will audit the district beginning this year to determine if CLAD certified teachers are in all classrooms with English Learners. District will be fined if a teacher is inappropriately placed. There are approximately 95 non-CLAD teachers. District will need to move them into classes with no English Learners to avoid losing money. This means that CLAD teachers will have a

much higher percentage of EL students or non-CLAD teacher will need to be moved to a different position. At some levels it will be impossible to avoid fines.

District is willing to help the non-CLAD teachers get certified by paying for a trainer, purchasing the books and possibly paying the test fees. Would like to also freeze non-CLAD teachers on salary scale until training is completed.

**Association** – Triona stated that the association is also in favor of teachers pursuing appropriate professional training. The association works hard to keep money in the district and on the salary schedule and is against money returning to Sacramento in the form of fines. The association recognizes the inequities in placing all English Learners in the CLAD credentialed teachers classes and wishes to avoid such a situation. The issue of freezing teachers on the salary schedule will be brought to the Rep Council.