

Proposal of Paradise Unified School District  
To the  
Paradise Teachers Association (TAP)

2008-2009

**Introduction:**

This year continues to be a time of unprecedented uncertainty for the district. As the news from Sacramento regarding the 2008-09 budget projects significant reductions in K-12 funding PUSD must be prepared for the anticipated crisis. Should the funding reductions occur at the level proposed by the state, PUSD could have potential reductions in excess of up to 2.2 million for 2008-09 and additionally \$120,000 for 2007-08.

This economy has inevitably had a profound impact on the Paradise Unified School District as well as many other districts that are dealing with difficult budgetary times and declining enrollment. PUSD has faced a continual decline of enrollment for the eighth consecutive year. If we look just at the past three years our enrollment has plummeted by 312 students or approximately 1.8 million dollars.

The district continues to experience on-going obligations such as: Step & Column, Workers Compensation increases, increase in Health & Welfare Benefits, transportation costs, increased energy - petroleum costs, increase in Special Education costs as well as a variety of other increased costs that come with cost of living increases each year. Fortunately, we received new revenue at the start of this school year but with the decline of enrollment loss and on-going obligations, and the possibility of mid year reductions by the state PUSD funds are quite limited. With all of these factors considered district finances must be closely scrutinized.

The District, however, is required to adopt a balanced budget. In preparation for contract negotiations with TAP, the District team's proposal has been carefully considered. The district values and believes strongly in its staff. Although the times ahead may be challenging we know that working together we can meet the needs of our students and all employee groups.

The District looks forward to collaborative and positive negotiations with TAP as we work together on a positive settlement for all parties.

With these criteria in mind and in response to Government Code Section 3547 the district proposes the following “Sunshine Proposal” for public hearing.

**1. Article VI - Hours**

*\*Enhance the ability of the District and the employees to deliver quality education that improves student achievement and development in a positive and challenging learning environment.*

*\*Enhance the successful implementation of the California Curriculum Standards.*

- a. Minor adjustments to contract language to meet the current hours worked by employees.(A-B)
- b. Expand Kindergarten teacher language regarding classroom support (4-a)
- c. Clarify prep period coverage to meet the current school configurations. Minor language modifications.(E-F)

**2. Article III – Class Size**

*\*Treat all stakeholders equitably, recognizing the common and diverse needs of all employees.*

*\*Enable the District to meet all legal and financial obligations now and in the future.*

- a) Mutual reopener following mediation

**3. Article IX – G-3 Leaves**

*\*Enhance the ability of the District and the employees to deliver quality education that improves student achievement and development in a positive and challenging learning environment.*

- a) Limit the number of personal business hours employees may use in any one year and confirm the number of days providing the building principal advanced notice.

**4. Article V – 5-c Grievance Procedures**

*\*Encourage a cooperative relationship between TAP and each employee organization based primarily upon shared responsibility for the success of students.*

a) Eliminate Binding Arbitration

**5. Compensation –**

*\*Continue to work on providing competitive salaries for all employee groups.*

*\* Contain costs in a reasonable manner and in areas which do not threaten the values of the District and its employees.*

*\* Enable the District to continue to meet all legal and financial obligations now and in the future.*

a) In following the mediated agreement of 2005-06 the district agrees to engage in discussions regarding a potential compensation formula.

The decision of the arbitrator will be submitted to the Superintendent and the bargaining unit. **All decisions will be submitted to the board of education for final approval of the agreement.** ~~final and binding upon the parties of this Agreement.~~

## **Criteria for Proposed Changes to Negotiated Agreement**

The District's proposal is guided by principles that are of crucial importance to students, employees and the community. Consideration of and responses to the Association's proposals will also be guided by the following principles:

- \* Enhance the ability of the District and the employees to deliver quality education that improves student achievement and development in a positive and challenging learning environment;
- \* Encourage a cooperative relationship between TAP and each employee organization based primarily upon shared responsibility for the success of students;
- \* Contain costs in a reasonable manner and in areas which do not threaten the values of the District and its employees.
- \* Treat all stakeholders equitably, recognizing the common and diverse needs of all employees;
- \* Enhance the successful implementation of the California Curriculum Standards;
- \* Enable the District to continue to meet all legal and financial obligations now and in the future; and
- \* Continue to work on providing competitive salaries for all employee groups.