

TAP Bargaining Proposals 2008-2009

With the purpose of returning to good faith bargaining, and with the desire to work with the District on the goal of **raising and maintaining compensation for its employees at competitive levels, we stipulate that by maintaining and hiring a quality group of dedicated, excellent teachers, PUSD will continue to educate Paradise's students to the highest standards.**

On Dec. 13, 2007, TAP Rep Council identified their constituents' beliefs in three areas. Those areas form the basis of our proposals and the TAP Bargaining Beliefs. The three categories are interconnected and related to **improving learning conditions for students and working conditions for teachers.** These beliefs are held in high regard and are the basis for our proposals.

1. *To continue to attract and retain the most qualified and credentialed teachers, and recognize the incredible accomplishments teachers have achieved with their students throughout the district, teachers believe:*
 - a. A **compensation package** would include the following:
 - i. **Development of a fair and equitable compensation formula** not limited to but including COLA, retirement savings, and equalization to be implemented 08-09
 - ii. **Health benefit increase** equal to the amount of any JPA increase.
 - iii. Restructuring the Salary schedule so the top is 25 years.
 - b. **Special Ed teacher stipend to include the Speech therapists.**
 - c. **Department Chairs stipend be increased to competitive levels.**

2. *In order to enhance student achievement, and be better prepared to meet increasing demands of curriculum and student behavior teachers believe:*
 - a. **In the need to reduce the hours of Duties** at the High School to 8.
 - b. Scheduled Teacher **Workdays** include at a minimum 4 hours in their classrooms to use as needed.
 - c. All **MAA billing proceeds** be given back to the sites to be distributed to meet site needs and not be used to supplant any other funds.
 - d. **Involuntary transfers** because of reductions or student movement be allowed the following privileges:
 - i. If your position becomes available within the first 20 days you can choose to return.
 - ii. Receive two paid days moving and setup compensation at per diem rate.
 - e. **Special Education**
 - i. Placement be restricted to one special needs student per classroom with a maximum of two. The additional student would be added with a hour/day of aide time for the classroom.
 - ii. Teachers with students placed with an IEP requiring aide time and one is not provided will be compensated an extra 1 hour of per diem pay for each day without the aide.
 - iii. Any IEP time beyond 1 hour after work hours is non-mandatory and compensated at the members per diem rate.
 - iv. Any hours over 2 hours per month attendance at IEP driven meetings is compensated at the per diem rate.

3. *To provide the best learning environment and curriculum delivery, teachers believe:*
- a. **Ridgeview H.S. be given equitable library / tech support**, or on site staff be compensated at their per diem rate to provide those services beyond their workday.
 - b. **Reduction of PE numbers at the high school** to a max of 37 and an average of 34.
 - c. **Volleyball stipend be adjusted** to compensate for actual time required.
 - d. When asked to support learning by **covering another person's class** on their **prep period, or a specialist is pulled from their regular duties**, staff will be given a choice to be compensated at their per diem rate or given comp time.
 - e. **Equitable access** to the rights and privileges among grade levels in **k-5, k-8, k-6, 6-8 schools**.