

TAP
SUNSHINE ITEMS 2011-2012

TAP leadership and members recognize and agree with the Board and administration the core of our District is the classroom (Students and Teachers). They also recognize the precarious state of finances at the State level. In the spirit of our mission -to educate, TAP proposes the following items to improve morale, educational cooperation, collaboration, and ultimately student achievement.

**I. To enhance and focus the process of negotiations:
ARTICLE X F**

- Limit the items of negotiation to 5 items not including compensation and benefits.

**II. To improve the Safety and Educational Environment
Open ARTICLE III consider ratios and equity:**

- a. Independent study teacher to student ratio should be 27:1
ARTICLE III
- b. All non class size reduction classrooms (above 25 students) given the second day for Parent Conferences ARTICLE III E
- c. Change in the language for counselors: "Paradise Unified School District will provide district school based counselors for grades 6-12 at a maximum ratio of 400 to 1 for each counselor." -
ARTICLE III E
- d. Remove all language that includes "adequate space and economic necessity". -ARTICLE III

III. To provide fair and competitive wages and benefits and a sustainable workforce:

Open Compensation APPENDIX A /B

- a. Collapse the salary schedule to 25 years. APPENDIX A
- b. 20% MAA funds generated returned to the teachers as time compensation bi-annually.
- c. Speech included in Special Ed stipend- APPENDIX B

IV. To improve cooperation, collaboration and communication:

Open IX, XIX

- a. 2 days of release for the president of TAP XIX I
- b. Leave of absence for up to one year will be granted for any teacher for any reason with 5 years vested in the District
ARTICLE IX L5
- c. All “sick leave”(11 days per year) name change to
“personal leave” IX G