

PARADISE UNIFIED SCHOOL DISTRICT  
2011-2012  
NEGOTIATIONS WITH  
TEACHERS ASSOCIATION OF PARADISE  
SUNSHINE OUTLINE  
February 8, 2011

The District proposes to open the following topics for the 2011 – 2012 school year negotiations.

ARTICLE VI HOURS (E) PREP TIMES

The District proposes a review of the prep time accommodations for teachers grades 4-6. The district recommends adjustments be discussed regarding these provisions to address the budgetary limitations for upcoming years.

ARTICLE XIX DUTY AIDES

The District proposes a review of the language regarding the provision of classified duty aides. The District recommends discussion of adjustments to these provisions to address the budgetary limitations for the upcoming years.

ARTICLE III CLASS SIZE (D) COMBINATION CLASS AIDES

The district will make every effort to maintain the following class size averages in combination classes:

K-3 combination classes: 25

4-6 combination classes: 30

There will be no instructional aides for combination classes.

ARTICLE III CLASS SIZE (E) PARENT CONFERENCE DAYS

In exchange for an additional day of conferencing the district proposes: For purposes of scheduling parent conferences, the parties agree to TAP's proposal of last year that the four days in the week preceding the K-5 elementary conference workday are to be minimum days for the purpose of conferencing with parents.

The district proposes to review class size language for grades K-3.

ARTICLE XII RETIREMENT BENEFITS

The District proposes to raise the age identified in Section 3 "Incentive Retirement Plan Two." The District's proposal is in response to the implementation of Government Accounting Standards Board Statement

No. 45, or "GASB 45," which requires public agencies, including school districts, to report their obligations for post-employment healthcare and other post-employment benefits as a current cost. As a result, the District's financial projections must address the liability associated with the health benefit coverage provided to retired employees. The district proposes a limit to the amount above the active employee contribution.

#### ARTICLE IV EVALUATIONS

The District proposes a review of the evaluation procedures.

#### ARTICLE XV PROFESSIONAL GROWTH POLICY

The District proposes to review the Professional Growth Policy including a review of the coursework required for salary schedule advancement.

#### REDUCED WORK YEAR

The district proposes a reduction from the current 180 student contact days to 176 contact days.