

PUSD to TAP
2/19/15
10:25

Negotiations between the Paradise Unified School District and the Teachers Association of Paradise

February 19, 2015 at 9:30 a.m.

The District proposes the following to close out negotiations for the 2014-2015 and 2015-2016 school years. This package must be accepted or denied as a whole.

1. Salary:

- A. Restructure the salary schedule as set forth in Attachment "A" which reflects a 1% increase to the 2013-2014 salary schedule retroactive to July 1, 2014.
- B. Restructure the salary schedule as set forth in Attachment "B", which reflect a 1% increase to the 2014-2015 salary schedule, effective July 1, 2015.

2. LEAVES

Article IX G:

Paragraph G(4):

Leave for two (2) hours or two (2) class periods may be granted without loss of pay for the conduct of personal business. Such leave is not cumulative and is to be used at the employee's discretion. The employee must notify his building principal as far in advance as possible when such leave is desired. Use of such leave shall be at no cost to the district.

Paragraph G(5):

An employee may use at his/her election four (4) days of personal leave. Beginning in the 2005/2006 school year, unused personal leave may be accumulated to eight (8) days over a two-year (2) period with four (4) days allocated to each year. An employee may borrow any days from the previous year that were not used. No personal leave can be used for more than four (4) days consecutively. This will be reviewed to be made permanent in 2010/2011. An employee cannot use more than five days in any seven day period.

An employee with ten (10) or more days in his/her sick leave bank may use, at his or her election, five (5) days of personal leave. Unused personal leave may be accumulated to ten (10) days over a two year (2) period with five (5) days allocated to each year. An employee may borrow any days from the previous year that were not used. No personal leave can be used for more than five (5) days consecutively. An

employee cannot use more than five (5) days in any seven (7) consecutive calendar day period.

A determination of the benefits versus the costs will be made using a base rate of use that will be set using the average rate of use in the previous four years (2001-2005), at which time it could be reopened for negotiation. This leave is noncumulative and is restricted to no more than 5% or one member, whichever is greater, of the staff being absent on personal leave at any given site, provided the principal is given a minimum of three (3) day's prior notice. The teacher may, at his or her election, deduct the leave days from accumulated sick leave or may receive his or her salary minus the amount paid to a substitute.

Paragraph M:

1. Eligibility-

... To be catastrophic an illness or injury must be sudden and tragic. Immediate family is defined to be a spouse, domestic partner, child or relative living in the employee's home and under their direct care.

3.

ARTICLE XVIII - STAFF DEVELOPMENT

ARTICLE XVIII - STAFF DEVELOPMENT

A. Guidelines for Staff Development

1. All teachers must complete ~~fourteen-twenty-one (21)~~ fourteen (14) hours of individualized staff development per year. Credit is only given for blocks of seven (7) hours. Partial credit will not be given (i.e., 3 hours = no credit; 10 hours = 1 day credit; 14 hours = 2 days credit).
2. ~~For the 2001/2002 school year,~~ teachers will be compensated for three (3) days at their daily rate on the salary schedule and will be docked accordingly if they do not meet this requirement. In subsequent years, if the program is funded, reimbursement amounts will be determined by the Association and the District. If for any reason the program is not funded teachers will not be required to work the three (3) additional staff development days.
3. All staff development activities must focus on instructional methods, academic content in core curriculum areas (defined as areas of study in Education Code §51210 and §51220) or Governing Board educational priorities.

4. Types of activities that will qualify will consist of the following:
 - a. District-sponsored in-service taken beyond the seven-hour day.
 - b. ~~County-sponsored in-service taken beyond the seven-hour day.~~
 - c. Presenting at District-sponsored in-service (District level, grade level or subject level). Presenters will receive an additional hour of credit for preparation for each hour of presentation up to fourteen (14) hours per year.
 - d. Grade-level, content or subject-level meetings beyond the seven-hour day if the focus is on instructional methods, academic content in core curriculum areas or governing board educational priorities.
 - e. ~~Outside agency provided in-service approved (sponsored) by the District and taken beyond the seven-hour day.~~
 - f. ~~Effective with the ratification of this contract, work on WASC/PQR that focuses on instructional strategies and/or academic content in the core curriculum areas may be counted as staff development. All other work on WASC/PQR is not eligible for credit.~~
5. No staff member can receive both staff development credit and professional growth credit on the salary schedule for the same activity.
6. ~~No staff member can receive staff development hours from an outside agency providing in-service if the District pays any costs for the member.~~
7. Full day staff development:
 - a. The intent of this day shall be to bring staff members together, either at the District or site level, to work on activities that enhance the curriculum or instructional program.
 - b. A bargaining unit employee who is absent due to illness will be given multiple opportunities to make up the day. The unit member will be docked for nonattendance if the day is not made up.
 - c. Full-time counselors shall be required to work three (3) days beyond the 182-day calendar year in lieu of staff development days. This shall be in addition to the three (3) additional days allocated to each counselor for extra pay/comp days, making a total of six (6) days beyond the regular 182-day school year for teachers.

B. Guidelines for Receiving Staff Development Credit

1. ~~The teacher shall obtain prior written approval from his/her principal or designee before attending a workshop session (see 4a-4c above). Workshops shall focus on instructional methods, academic content in~~

~~core curriculum areas or governing board educational priorities. Workshops should also align with the teacher's professional growth plan.~~

~~2. After obtaining approval, the teacher is free to attend the workshop. The workshop presenter (official) shall verify and sign off for the number of hours of workshop attended.~~

~~3. The sign-off form shall be given back to the principal to be logged at the site and submitted to the District Office. The teacher should retain a copy of the signed form.~~

4. Hours may not carry over from year to year and must be completed and submitted by June 12th of any given year. Credit is only given for blocks of seven (7) hours. No partial credit will be given or carried over.

C. Staff development completed prior to June 1st of the school year will be credited for that school year. Staff development completed on or after June 1st and prior to the start of the subsequent school year shall be credited for the subsequent school year.

For all other items proposed by TAP, the District counters with status quo- no changes to the current contract language.