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PUSD to TAP

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

August 10, 2015

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 3.0% increase to the 2013-2014 salary schedule retroactive to July 1, 2014.
- B. Restructure the salary schedule as set forth in Attachment "B" which reflects a 4% increase to the salary schedule effective July 1, 2015;
- C. Appendix B paragraph (A) currently identifies the rate base for the Supplemental Pay Schedule as Column V, Step 9. The District accepts TAP's proposal to increase the rate base of Appendix B to Column V, Step 10.

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, but no more than one time per month. The employee must notify his building principal as far in advance as possible when such leave is desired and ensure coverage for his/her classroom. Use of such leave shall be at no cost to the district.

Paragraph G(5):

An employee may use at his/her election up to eight (8) days of sick leave as personal leave in any one school year. Personal leave may not be taken in the first or last two weeks of any semester, or during any period when progress reports or conferences are to be scheduled. This personal leave cannot be carried over to the next year. An employee cannot use more than five (5) days in any seven (7) consecutive calendar day period.

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

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A. Guidelines for Staff Development

1. All teachers must complete twenty-one (21) hours of staff development per year. Seven of the 21 hours will be earned during the District-wide staff development day (see number 6.). 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. 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. 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.

- c. 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.
5. No staff member can receive both staff development credit and professional growth credit on the salary schedule for the same activity.
 6. 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.
 7. 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.