

Given to Board
9/16/14

TAP NEGOTIATION ITEMS 2014-2015

TAP recognizes that together with PUSD administration and the Board, with the increased funding (building toward full funding of LCCF), we need to insure the future quality of instruction for our students. The need for retaining and hiring the most qualified teachers for the students of Paradise Unified needs to be a major focus as we ensure our students get the best education possible. To these ends, TAP brings forth these Sunshine proposals for the 2014-2015 school year and opens the following Articles.

COMPENSATION AND BENEFITS:

To insure the teaching force in PUSD will remain of the highest quality and continue to provide the best quality teachers for instruction and guidance of our students, TAP proposes

ARTICLE XIII, Appendix A and B:

- a. Receive our fair share of increased District revenues to be allocated to Health benefits and the restructuring of the salary schedule that began last year.
- b. Increase the factor compensation step for stipend positions.
- c. Any stipend position proposed by the District will be paid by a factor rate based on the hours and approved by TAP.
- d. Give step increases for stipend positions
- e. Add funding for assistant coaches
- f. One time retirement incentive to lower overall costs of compensation using excess reserves.

LEAVES ARTICLE IX

To provide for the changing needs of our members and their families:

- Establish a leave bank for the care of others outside the defined family.
- Add a paternity leave clause *look @ state law*
- 11 sick leave days per year given the option of being taken as personal leave days.

CLASS SIZE ARTICLE III

In recognition that more individualized instruction in the primary grades improves the lifelong learning of the students:

- Class size reduced for TK – 3 24:1, 4-5 28:1
- 9th grade English, Math 1 classes 25:1
- TK – K classes receive 1 hr. aide time per day.
- All combo classes given 4 hrs. aide time per week.
- 4-5 combo classes capped at 25.
- TK-K class size limit reached in 10 days maximum.

Hours Article VI

- Teaching hour for K teachers be specifically defined.
- Duty hours decreased at the HS.
- Fix language for HS hours on campus.
- Release time for PLC work.
- Modify staff meeting time on workdays.
- Staff meetings will be held within the workday.