

## Bargaining Update

Teams meet on September 16

Bargaining Chairperson Terry SalasOrtiz (CCE) announced that the next bargaining date is September 16. Tentative agreements have already been reached on Safety, Security, and General Working Conditions, Highly Qualified Teacher Issues in ESEA, Evaluation Procedures (Goldberg 5-year Stull MOU), and Early Retirement.

Terry's Bargaining Team includes Elizabeth Gasca (RPE), Walt Lowery (MAI), Dolores Rego (BGH), and Brian Stevens (LMI). Executive Director Kathy Køhn advises the team. The District team includes Chairperson Gene Kerr (DO), Jeff Schwartz (MHS), Art Revueltas (MOI), and Mary Norris (PHE).

### Is This Your Stull Year? What Is PAR?

The Peer Assistance and Review (PAR) law applies *only to permanent classroom teachers*. Therefore, the temporary contract teachers, probationary teachers, and all support personnel in our bargaining unit receive specific Stull sheets. And, permanent classroom teachers who are being evaluated this year receive forms which reference PAR. The forms include four categories which may be marked by the administrator as *unsatisfactory* at the end of the year and send the teacher to the PAR program. The *PAR Rules and Procedures* will be distributed soon by the Joint Panel.

Here are a few tips for all those being evaluated this year.

- Building Reps are happy and eager to help members complete the forms.
- Any modification in timeline (if the administrator is late giving you the forms) must be mutually agreed upon by the administrator and you.
- The administrator may offer three broad goals. You must use two of the three to develop your objectives. A broad goal is one that is not measurable and is applicable to everyone at the site.
- Those being evaluated must select a minimum of two adjunct duties from a list provided by the immediate administrator. Adjunct duties are non-instructional duties normally performed before or after the Board day.

### Are You a Member of The CLB?

The Catastrophic Leave Bank (CLB) was negotiated in order to donate sick days to colleagues with catastrophic illnesses.

- You may donate a maximum of 3 days per year providing the donors own sick days do not fall below 10 days at the time of the donation.
- You may now automatically donate 1 day per year by checking the appropriate box on the form. You are eligible to participate in the CLB during any year in which you donated at least 1 day.
- All decisions regarding the authorization of CLB days to a catastrophically ill member are made by the Catastrophic Leave Bank Committee.
- The deadline to donate days is **November 15**.

### Committees Required By Contract

#### Staff Inservice Committee

Each site must have a staff elected Inservice Committee. Staff Inservice Committee shall advise and be consulted prior to all site inservice/staff development activities and the selection of all staff development days which are not specified in the Contract.

#### Class Size Reduction and Facilities Planning Committee

The principal at each participating site will create a CSR Committee by the 20th working day of the school year. The committee will meet at least 4 times each year. Each committee will include, but not be limited to, the principal, a teacher from each grade level elected by Bargaining Unit members at that site, classified personnel, parents, and support staff.

#### Site Safety Committee

Each Site Safety Committee shall consist of 7 members: faculty club chairperson or designee, site administrator or designee, site nurse or other certificated support person, cafeteria manager, site custodian, a representative from the certificated staff, and a representative from the classified staff. Each Site Safety Committee shall submit its report annually to the Risk Manager **by November 1** who will respond by February 15. Inspections: odd years: preschool & elementary and even years: Intermediate, High School & Adult Education.

### Interested In Out-Of-Classroom Positions?

Sometimes out-of-classroom positions arise during the school year. The following information is helpful for those considering such positions. (Contract pp. 33-34)

- Within the first month of the school year, principals shall request names of Bargaining Unit members interested in any out-of-classroom positions. Those Bargaining Unit members indicating an interest shall be notified if such a vacancy occurs during the school year.
- Support Personnel and other out-of-classroom Bargaining Unit vacancies will be open to all Bargaining Unit members and will be posted at each school site for at least six (6) working days. Bargaining Unit members may request an interview through the Human Resources Office. The appropriate administrator shall make the selection recommendation to the Human Resources Office.