

2007 - 2008 Bargaining Has Begun

Schools have gotten out of balance, out of whack. The heavy emphasis on reading and math, mandated by officials who may not know enough about educations, makes it almost impossible to provide a school curriculum that includes what educated children of their century need – critical and imaginative thinking and a sense of history and the world.

Dorothy Rich, McClathy-Tribute News Service.

2007-2008 Bargaining Team

- Rob Liddle – Chair
- Maurice Castro
- Doug Stevens
- John Vigrass

The Bargaining process has begun for the 2007-08 school year. Both NEA-J and the District have presented their initial proposals to the School Board for sunshining, as process whereby the public is allowed to comment on the proposals. Following are the two proposals.

NEA-J wishes to open the following articles for the collective bargaining process:

Article VII – Hours of Duty

- The Association proposes to create language to compensate members for preparation time lost to testing schedules.
- The Association proposes that all members be compensated for time spent attending IEP meetings outside of the workday.

Article VIII – Class Size

- The Association seeks appropriate compensation for the extra workload and responsibilities faced by teachers of combination classes.
- The Association proposes that the class size maximums in specialty classes, such as art and ceramics, at the secondary level be reduced.
- The Association proposes to address problems caused by exceeding class size maximums.
- The Association proposes to address the issue of caseload and class size for special education and resource specialist teachers.

Article XIII – Work Year

- The Association proposes that it be allowed to participate in the District's calendaring process.

Article XIV – Basic Compensation

- The Association proposes increasing the compensation for nurses.
- The Association proposes that all teaching experience be credited for longevity.
- The Association proposes changing the structure of the longevity increments of the Basic Certificated Salary Schedule (BCSS).
- The Association proposes that the BCSS be increased.
- The Association proposes that the configuration of the BCSS be examined and possibly restructured.

Article XV – Extra Compensation

- The Association proposes that the rate of pay for extra-duty teaching assignments be increased.
- The Association proposes re-examining the compensation and duties of testing coordinators.
- The Association proposes that the duties and compensation for high school athletic assistants be defined.

Article XVII – Health and Welfare Benefits

- The Association proposes that health and welfare benefits be increased.
- The Association proposes that the District's contribution to health and welfare benefits be redefined.

Response to NEA-J Collective Bargaining Proposal **The District has an interest in opening the following articles:**

Article I – Recognition

- Review and update article to accurately reflect current positions.

Article VII, Section 1 (I) – Hours of Duty

- Revise requirements that elementary teachers have a choice of beginning their workday either 50 minutes or 15 minutes before the instructional day for students begins.

Article VII, Section 3 – Adjunct Duties

- Increase the number of adjunct duties required under Article VII.

Article VII, Section 2 – Temporary Exceptions

- Increase the class size limit during the last weeks of school.

Article XIII – Work Years

- Revise job titles to reflect the current job titles in the District

Article XV – Extra Compensation

- Modify the current process for staffing summer school

Article XXIII – Professional Growth

- Update professional growth section to correspond with current credentialing guidelines.

MOU – Testing Schedules

- Revise MOU regarding testing schedules at the comprehensive high schools to allow for flexibility.

Dress Code

- The district has an interest in discussing professional dress guidelines for teachers.