

Elementary Bargaining Survey

141 Surveys turned in

Salary Increase \$50.92

Health and Welfare Benefits \$19.48

Class Size/Caseload \$ \$29.45

This does not equal \$100 due to some surveys leaving this part empty.

Article III Academic and Personal Freedom 15 surveys listed this article

Teachers should be able to use their own resources to teach classes.

We are professionals and should be treated that way.

We should be able to use a program for a few years instead of constantly changing what we are doing.

I'm so tired of being told to teach in a way that does not work for me- even how my desks must be arranged, even if another way is better for classroom control.

I feel dictated with Common Core in this District; it was meant to instill teacher autonomy.

In regards to teachers teaching to the CC Standards, but have the academic Freedom to choose the content! Freedom- We need this.

Article VII Negotiation Procedures 2 surveys listed this article

Add clause- If State gives us COLA, teachers should receive it, not District.

We get our COLA

Article IX Evaluations 16 surveys listed this article

These should all be planned visits, no surprises

Evaluations should be every five years. All evaluations should be planned/scheduled – II

Fair and equitable evaluation of teachers

After several perfect evaluations teachers should move to 1 every 5 yrs.

I would like to have the opportunity to do a POP again.

Eliminate all adjunct duty assignments

Article X Personnel Files 3 surveys listed this article

In regard to personnel files kept at out site? We need information about procedures, etc.

Concerned about what goes in personnel files. i.e. Administrator comments we may not have seen or feel are not true.

Article XI Safety Conditions 4 surveys listed this article

Safety- earthquake readiness.

Workroom, lounge, MPR are unbearable in summertime. If we are to start school in August, there will be people passing out from heat exhaustion.

Article XII Transfers and reassignments 16 surveys listed this article

Teachers who are reassigned should not have the option of coming to a title I school. Title I schools need highly qualified teachers, not problematic ones.

The language needs to be clearer and understood by school, admin, and TANLA.

Involuntary transfers should factor in who has been at the school site the least amount of time. For example, a teacher who transferred into Morrison cannot “bumpout” a teacher who has been at Morrison for 15 years in the event that enrollment drops.

I don't think principal should move teachers out of grade levels and should be by seniority- Some teachers have never been moved while others are moved almost every year. It's hard learning a new curriculum.

If in need of a Dual-Immersion Teacher @ Edmondson, we should be able to have someone transfer with a BCLAD to teach the Dual-Immersion class.

A separate transfer or reassignment process or hiring process to fill dual language class positions.

Article XIII Class Size 90 surveys listed this article

Smaller Class size and/or specialized teachers for P.E., ELD, Intervention, etc.

Class sizes are much too large and the students are not getting enough attention from teachers.

Classes should be smaller at K-5 so that foundational skills are better at the elementary level.

Class size lower to increase student achievement.

We really need to reduce class sizes in elementary (upper & Lower).

Lower class size in elementary grades too.

Smaller class size – IIII I

Too many students make it difficult to reach the students who need the most help.

Smaller class sizes, better environment.

It is in the students best interest for more indiv. Attention-best learning practice.

Reduce in all grades.

Class size in regards to supporting RTI and students overall academic success!!!

Class size needs to be reduced in all elementary grades!

Counselors, RSP Teacher and othe Non-classroom teacher should not be used in formula for class average.

Classes are too large for quality common Core teaching. No space on carpet for discussions in classroom. I spend my free time recording so many grades and report cards.

Language that sets in motion a plan to reduce class sizes to 24 to 1 starting next year.

We need smaller class sizes in first grade. Twenty eight is too many kids.

Class size 24 Elementary K-3

Students would benefit from the rigor of Common Core if class sizes were reduced to less that 24 per class. Students need to be valued...

Class size should be kept under 25 at least in K-2.

We need to go back to 20:1. We are overloaded with too many kids.

Start class size reduction grades K-3 25 students to 1 teacher.

Class size- Large class size and more demands on teachers have made teaching very challenging. 20:1 would benefit teachers & students.

Class size is a priority! There are too many students in primary classes. Student to teacher needs to be 24:1 for Fall 2015. Start in K and shrink each additional year. 1st grade 2016. 2nd grade 2017, etc.

Class size is too large! Primary grades should be no more than 24, w/20 being optimal.

Numbers should be 20:1 at least – II

A decrease in the ceiling (max) number of students for the upper grades.

Class size limits/averages need to be based on each grade level- For example, 4th grade average, 5th grade average. Not 4-5 average. It is very unfair!

A cap for 4/5 grades. Sitting at 38 is too high.

We need a cap in 4th and 5th-not average. 37 is too many students.

There should be a cap of 35 in 4th and 5th grade. The averages should be per grade, not a mix of grades: TOSAs should not be counted in the student : teacher ratios.

37 in one room is just crowd control! Add in several behavior problems, it can be very difficult.

Upper grade classrooms are too big (34-35) students.

Smaller Class Size for 4th and 5th grade. 35 is way too big with what's expected.

It is unfair that 4th and 5th grade consistently has 34 students while lower grades have 25?

I have 36 students, no aide, no volunteers, combo class.

I would like to have more flexibility towards smaller class size, where combos could be avoided. Our school has both dual immersion and combos, leaving the remaining straight classes unfairly balanced, with a disproportionate # of behavior issues, RSP students, and male students.

Get rid of combo classes. They do a disservice to both grades of students

More support for combo classes.

Smaller class sizes, no combos

If Spec Ed Teachers have to do 2 jobs in 1, there should be a cap on class size. Lower amount of students.

Article XIV Hours, Work Day, Work Year 70 surveys listed this article

Please add paid work day with no students for teacher planning/prep/ and report card day for second report card.

More student free days for planning (teacher paid)

Add a day to the contract for the purpose of teacher planning in the Spring.

The fifth Wednesdays should all go to the teacher, (no admin.) for common core & PLC planning time.

Time was added to our school day to compensate for "heat days" before we had AC – we are now working extra minutes (approx. 5-7 mins. per day) for no reason – that adds up to over 16 hours of free work that we are doing – working 2 extra days a year for no reason.

Pg. 46 Teacher Wednesday e. In the event.....(used to be part of shared Decision Making so strike out)

Take out wording about SSC making decisions of switching teacher preparation and principal Wednesdays.

Would like short Wed recess to be regular length of time (20 min not 10 min).

30 min prep time can be start or end of instructional day. Contract is written for after school.

SDC teachers may need to spend ENTIRE prep time waiting for bus. Therefore we get no prep time.

No night activities. We work hard all day – don't want to come back at night.

Work Day – Respect for our planning time and time provided for new expectations of more team collaboration to meet student needs.

Work Day – No night events.

Bring in early start year a little at a time.

Push early start mid-Aug. 2015-2016.

Elementary schools should stay on traditional calendar year September-June. High school should be the only grade levels to change to earlier start and release pertaining to calendar.

Start the week before Labor Day – II

Start the week before Labor Day – Monday Teacher prep, Tuesday First Day

Student

Moving to an August start calendar to match neighboring districts.

Start early, get whole week at Thanksgiving.

Create full Thanksgiving week off, Minimum day for Good Friday.

If we will be starting school year earlier, this needs to be a gradual process. We lose a 1 week then 2 weeks, etc.

No mid-August start

Work year changes.

Earlier start of school year – for earlier finish.

School year to start the week before labor day.

I would like discussions to continue regarding the possibility of having an Aug-May work year; also a full week vacation during Nov (for Thanksgiving).

A-6- No adjunct duties- We are taking on so many more responsibilities with nothing being taken away.

I would like to ask for the Fall/Spring Conference week to be relooked at and consider doing them in 2 days each time. Where students have off and teachers get them done in those 2 days.

Eliminate Spring Conferences in Elementary schools.

Elementary parent conferences- go back to 2 student free days instead of a week of min. days.

I hate night events- we get home too late.

Conferences done earlier for Elementary- Not in December or March. * To provide progress instead of final grades only.

Parent conferencing- we need to get rid of Spring Conferences.

Fall Night Conferences should end at 7:00pm. 8:00 is too late. We all have families we need to get home to.

G. Parent conferencing 15:00pm – 8:pm is too late for night conferencing. Many teachers have a long drive so going home in between is not possible. Also makes for

over a 12 hour work day. I usually get a substitute for the next day because I am exhausted. No Night Conferencing!

Regarding Salary- Other Districts pay an hourly stipend for after school/summer work (extra pay) based on the teacher's hourly wage. I would like to see an increase in extra pay. In other positions overtime gets time and a half or double pay. I feel many of us get half pay for extra hours put in.

Summer training pay should be our pay not the low amount we get.

If being asked to attend summer training, to be paid equivalent to salary pay. It's a lot to give up when you have a family of young children. Training hours need to be worth my time.

Per diem pay for those teachers providing sub coverage when a substitute is not available.

Sub coverage- We should be paid our hourly rate and not divide flat sub rate when we have to take classes.

c. Substitute coverage 1.b- Elementary & Middle school levels volunteers shall be paid when no substitutes are available for 1 hour or more (not by ½ day time)

No "Trickle Down" Training

No Volunteer after school training- I have attended training on materials that the District impose on me FOR FREE & ON MY TIME.

Article XIX Counselors

7 surveys listed this article

Elementary needs counselors immediately. Our students bring outside baggage to school that teachers cannot handle alone.

With as many students as we have, we need a full time counselor.

We need them at elementary level.

There is an obvious need.

Article XX Leaves of Absence

7 surveys listed this article

We should be able to use our sick days beyond the 11 days/yr if needed for personal necessity (ie-caring for a newly adopted child)

More & more work is being placed on teachers and as a result, I need to use my time to get work done. If I need to take a day to do schoolwork, I should be able to put down, "took day off to be at school to get school work done!" I don't want to put "sick day" or "personal business".

Maternity Leave should be paid. Days deducted should not come from the 13 for the year. This is gender discrimination since male teachers/administrators do not have to use their time for this.

Teachers on maternity leave should get to use their disability before using up all of their sick days.

Other districts allow you to donate 1 day of sick leave to a sick leave bank and lets you draw from it when there is an emergency.

Article XXI Summer School Teacher

5 surveys listed this article

Increase Summer school pay.

Bring back summer school to low performing students.

Article XXVI Job Share

10 surveys listed this article

Job Share people keep their seniority at school sites. Not fair to full timers. Job share should be at the bottom of the school seniority list. There's got to be some benefit at the school site for working full time.

Change and remove tenure teacher has to be both parties to only one teacher must be tenure.

Please keep Job Shares.

Article XXVII Special Education

9 surveys listed this article

Sped teachers are not given the extra pay for combo classes. This seems like it should be done especially when they have more than two grades.

Need for written policies and procedure.

Students with Special needs in general ed. Classrooms need one on one aides, especially in kinder.

A concern would be: when jobs are combined (SDC/RSP) there should be more pay/stipend. Teachers are doing 2 jobs.

Special Need students should not be in mainstream classes 100%

Special Needs students not in class full day.

Credential Teachers should not be teaching Special Needs Students. I do not have a Spec Ed Credential- I'm not qualified.

Special Ed students out of reg. ed. Classes or compensation.

To be able to job share with a temp. contract but was w/ District for (10 years)

Look at the Temporary Contract Spec Ed Teachers that are fully credentialed and not holding a spot for a teacher on leave. Some have been on temporary contracts for a long time.

The need for more Special Education positions in school to meet the increased need for RSP and other special needs services.

Increase or provide funds for licensed SLPs to attend conferences.

Increase stipend for SLPs with license.

Provide stipends for SLPs who supervise new CF or new hire to meet State requirements.

Article XXIX Ramona and District Pre-K Programs 5 surveys listed this article

Prepare young students for the rigor of Common Core

Due to increased paperwork-members want to fight for another Wed. to do paperwork

Pre-K SDC on one or 2 campuses/inclusion opportunities in general Ed.

Preschool comments. Open House- Preschool would like to have parents walk through during school hours. Opportunity for them to walk/tour in all classrooms.

Transfers/ reassignments- members are concerned about being interviewed again if they decide to move to another position (Example: ½ day to full day) Why can't seniority count?

Article XXX Superintendent's Round Table 1 surveys listed this article

Good forum for all stakeholders.

Non numbered requests

Reinstate Shared Decision Making

1 surveys listed this article

Meaningful Discipline

1 surveys listed this article

Bring back meaningful discipline! Kids have zero consequences, in many cases for disruption and continually not following basic rules. Teachers look “bad” if they send referrals to office. It’s “our fault”, it seems, if kids don’t behave.

Curriculum & Materials

Combo Class Curriculum PREMADE. Teachers shouldn’t have to make and get their units approved.

We get one set of 30/32 sets of books. The District has to take into account new students & some classes have 34 students. I end up copying text & workbooks on MY TIME

Report Cards

Get rid of the “I Can” statements.

Jury Duty

2 surveys listed this

Keep Jury duty contract as it is now.

Thank you for working on increasing the days for jury duty.

1 survey listed this

BTSA program reinstated. I’ve learned that teachers are going outside our district and paying out of pocket.

Salary

I would like to understand exactly why Downey teachers make \$10,000 more yearly than us w/ the same union. I am very disappointed that this issue has not been addressed. No increase will be enough until there is equity for NLMUSD teachers w/ out TANLA partners.

I am willing to write/call the NLMUSD Board Members	39
I am willing to wear a certain colored T-shirt on specified days	75
I am willing to picket community/ school district events	55
I am willing to attend School Board Meetings	41
I am willing to “work to rule”.	55
I am willing to meet with my PTA and explain out position.	30
I am unwilling to do any action	5 (3 all areas checked and only 2 listed this)