

High School Bargaining Surveys 2015 - 2016

78 Surveys completed

Salary = 59.5%

Health Benefits = 25.2%

Class Size = 15.1%

Article III

Allow teachers more leeway to determine curriculum

Common assessments rob us of academic freedom

Pacing guides are not flexible for special classes.

No core curriculum

Article VII

Allow the union to employ outside negotiators to address contract issues.

We should get permission to use professional negotiations so we can get full year pay raises instead of ½.

Article VIII

We need smaller class sizes

Safety concerns for science lab classrooms with 35 students per class.

Article IX

TANLA Should be proactive in heading off any potential move to tie in student performance on state or federal assessments to teacher evaluations.

Evaluations must be fair and every administrator needs to evaluate on the same basis.

Article XI

Lab safety is compromised with extra furniture and poor maintenance.

Safety repairs of concrete and pavement, lights in class.

Article XII Transfers & Reassignments Within a School

Affects student learning.

principals shouldn't be allowed to move teachers. They are using reassignments to bully people.

Article XIII Class Size

Class Size Attachments from various school districts (i.e. Bonita Unified School District) a cap is in place w/stipend for those who exceed paid hourly. (i.e. Mary Lubliner documents)

Not sure where it falls but Open Access is a mess. Too many missed placed students bring down the integrity of the curriculum.

Secondary level too high

Lab classes should be maintained under 30.

Lower class size.

With all the money for common core, not a penny to the most common sense, reducing class size for core classes and ESL students. El Camino class size is 20 to 1

Article XIV Hours, Work Day, & Work Year

Block schedule - students need more time in the classroom.

Teachers should be required to have final grades in earlier. (i.e. The last day of the semester. Other districts do not have a "student free day" at the end of the semester yet are required to have grades in earlier. Especially since they have minimum days prior to the last day.

Minimum day schedules for teachers/counselors needs to be clarified. Right now, teachers/counselors are allowed to leave early at some sites, but not others. This should be equitable.

We need to have a longer work year so that we are not pulled out of class for training. Planning is also a concern. One period a day is not enough! If we have a longer year, we can use more time to plan/train without sacrificing days in the classroom. Being pulled out of the classroom must be a last option for getting P.D.

Teachers who have multiple preps due to different classes should receive a stipend. Affects teachers health/time

AP assignment take up several extra hours needs extra reimbursement.

Don't have late start on testing days (CAHSEE)

Move to earlier August start - May end of year calendar

Start school year in mid august.

Calendar Change

Start year earlier.

Adjust our calendar to match the rest of the world. I would like to see the school begin and end earlier. Ideally, 1st Semester would end right before winter.

Work year want my year to align with my classes. Should end semester 1 at Christmas.

End Semester at Christmas break.

Article XIX

Counselor performing summer school work shall be paid regular per diem salary rate.

No more than 375 students for counselors.

Caseload is too big for counselors.

Is it possible for the counselors to counsel students on academics and attendance so teachers don't need to call home while counselors play solitaire?

Article XX

More academic needed at secondary level and personal at all levels (Psych)

Maternity Leave Pay

Separate maternity days from illness days (4 times)

Article XXI Summer School

Pay should be higher than it is currently. Teachers should be paid based on hours equal to regular pay scale.

Summer school pay should be increased to attract more teachers to work summer school.

Summer school teachers should be paid their hourly rate like other districts.

More pay for summer school teachers.
Better pay for experienced teachers.
Credentialed subject specific Teachers must be hired for A-G requirements
classes salary should increase for summer school teachers.

Article XXII: Wages

Remove language requiring step increase at year 15 and 20 to be within the NLMUSD.

Teacher should get a stipend for teaching 2 or more classes.

How about a financial compensation (stipend) for teachers w/more than 2 course preps as well as stipends for teachers w/a heavier work load, such as AP or IB Classes!

Similar to elementary combo class, stipend for high/middle school teachers w/three or more preps also w/consideration to taking on AP Courses.

Include a stipend of \$5,391 for Vocal Music Director at the High School Level & 2,282 for a Musical Director. (i.e. Appendix J - Stipends).

Article XXVII

ASC students should be spaced out throughout the day. We have several periods that have 10 to 15 ASC students in a single regular ED Class.

Article XXVII Special Education Programs & Procedures

RSP teachers have a max caseload of 28 (the largest) we also do any testing/assessments from CAPPs/Student Study Team. We do more responsibilities while other districts provide stipend for the extra work.

Can the case load of an SDC/ASC teacher be further reduced so as to focus on instruction & to allow for time to allocate to providing interventions to many students who are way below grade level? More time would also mean better planning &

Implementation of differentiated instruction to address various levels of needs among students.

Article XXVIII El Camino High School, Site Specific Program Guidelines...

El Camino is not adequate to accommodate all the students that need to be placed there. Can it be expanded? Could another school be opened?

Hire contracted teachers and open more programs. Support for the adult schools

Expand el Camino to include under 16 year olds students

A need to provide funding to our alternative placement is necessary.

Cap on class size 25. (some teachers have 9 students others 30 that teach the same subject. Principal favors 1 teacher over the other.)

Article XXX

Bring back shared decision making/ cabinet/ waiver process