

MIDDLE SCHOOL SURVEY RESPONSES 2015

42 Surveys turned in on time

Salary Increase: 51.73

H/W Benefits: 18.99

Class Size: 16.60

Art IX Evals:

--Every 5 years

Art XI Safety Conditions

--Better facilities/buildings so my students (sic) already fragile health is not jeopardized even more.

Art XII Transfers and Reassignments

--Opportunities for transfer should be posted showing exactly what the teacher will actually be teaching and not with "bogus" requirements to insure a specific candidate only is eligible.

--Extra pay for teachers who have to teach different subjects w/ different grades at the middle school level. (more than 3 different subjects.)

--Transfers should be based on need and teachers should be included in the process. Seniority should be protected as a means of preventing age discrimination. UTLA has something worth looking at. (I am willing to look into UTLA's contract language re: seniority and teacher transfer.)

Art XIII Class Size:

--Class size—real language so our 8th Grade ELA classes don't have 40+ students!!!

--Class size is too big

--Keep class size cap at 35 for classroom/core classes. PE/Band? Lg Activity classes may be able to be a bit larger.

--We should never have more than 35

--Class sizes really are too big for effective instruction. Both reducing the class size by 1 or 2 students really something we can actually see. Reduction must be significant.

--Need to cap middle school PE classes at 45 per class.

--Need to cap PE class sizes at MS at 45

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--Class size is an issue that continues to impact educators and students. We can accomplish more one on one and in small groups effectively.

Art XIV: Hours, Work Day...

--Many districts already start in August and end in May. It would be nice if NLMUSD did the same.

--We need to begin school in August! Many of us have children who attend the neighboring districts that have the Aug. start date. The childcare is ridiculously expensive!

--Move one year up to August to match everyone else!

---Start earlier

--Teacher should be paid 1/6 of their salary when using their prep to cover another class.

--An adjunct should not be required.

--Do away w/ January parent conferences for middle school. It is not worth the loss of instructional minutes.

--No mandatory Middle School conferencing!!! This is already handled by the teacher as needed.

--No spring conferences for middle schools.

--Middle school needs to be on semesters like High School/NOT on Elem calendar.

XIX Counselors

--high school counselors need to be better trained, case load reduce (sic)

--Middle School counselors shall not normally be required to work w/ students on related discipline and/or attendance (same as HS coun)

--HS and MS counselor delete (?) 30 min "after the end of the regular student instructional day" should be the same as teachers or counselors should be paid more for working longer hours.

--Better trained school counselors in dealing w/ what historically has been "urban problems." La Mirada is having an increase in gang related activities.

Art XX Leaves

--Maternity leave is too short and not take sick days.

Art XXI Summer School

--Pay for summer school needs to be increased to make it more lucrative and comparable to the pay received by teachers in other districts.

Art XXII Wages

--Pay over a 12 month period option instead of 10thly.

--Steps w/ each year of SVC. If you're in the black hole and there's no raise and no COLA, you lose \$\$ each year.

Art XXV Prog. Discipline

--Progressive discipline with the students who are giving the students a bad reputation and not contributing anything positive. Academic performance contract.

--Students do not take the present forms of discipline seriously.

Art XXVII Special Ed

--Stipends for the amount of workload to accomplish

--Should receive a yearly stipend due to the extreme work load.

--I would like Spec. Ed Teachers to be considered for a stipend. Most Sp Ed Teachers have more than one grade level they need to prep for.

--I would like Spe Ed classrooms to have a maximum number. It is very difficult to give what the students need w/ a high ratio.

--Need curriculum or more resources to create adaptable curriculum.

Art XXVI Job Share

--The principals are NOT supportive of job share so it makes it difficult to even try when you cannot find a school willing to allow it. ☹

New Article: Anti-Nepotism

--Anti-Nepotism

--Need better language on nepotism

--**Nepotism**

--Anti-Nepotism Language

Other Ideas:

--We need Willie Brown language for shared/reduced work load

--Let's stop the high turnover rates of administrators

--Why do we have to take attendance on the computer and on paper?? If the issue is updating power school can this be bargained?