

**Garvey Education Association
Initial Bargaining Proposal to the
Garvey School District
March 19, 2012**

Article 4: Work Year

In accordance with Board Policy 4143(a)/4243, which reads in part:

“The Board endorses and uses an interest-based, nonadversarial approach to collective bargaining. The goal of negotiations shall be to reach an agreement which meets the interests of all concerned,”

the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

The District and the Association agreed at the end of the 2010-2011 negotiations that Staff Development language, which used to appear in Article 4, would be revisited.

Concerns: Staff Development

1. A significant percentage of federal funding is presently earmarked for Professional Development. Despite this fact, there is no systematic, comprehensive system in place for the implementation of staff development for unit members in the district. Presently there is a hodgepodge of trainings afforded to different groups of teachers, chosen through unpublished criteria. The Association believes a comprehensive system should be implemented.
2. There is a growing practice of removing teachers from classrooms during instructional time for Professional Development. While the Professional Development will assist the teacher in honing his/her craft, the instructional minutes lost by not having a highly qualified teacher in the classroom with students cannot be recouped. The Association hopes to strike a balance between the need for Professional Development, both mandated and otherwise, and the need to keep teachers in the classroom with their students during instructional time.

Concerns: Calendar

1. We did not begin negotiations until March 2012. It behooves us to finalize the 2012-2013 calendar as soon as possible to allow employees from all areas to plan accordingly.

Article 5: Duty Hours

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Rainy Day Schedule

1. Article 5.9.3 allows for students to be dismissed one hour early due to increased instructional time given to them when a school institutes a rainy-day schedule. This additional instructional time was provided by teachers. These teachers gave up their own duty free time in order to instruct the students. We feel the teachers should be dismissed one hour early as well.

Article 6: Salary

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Frequency of Warrants

1. Presently, teachers receive 10 warrants during the fiscal year. The Los Angeles County Office of Education determines the frequency of payments to teachers based on the guidelines spelled out in a collective bargaining agreement regarding the timeline for issuing warrants. The Association believes teachers should be able to choose 10 or 12 warrants for the fiscal year.

Article 7: Retirement

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Retirement Options

1. The Association would be interested in considering an early retirement option for the 2011-2012 school year, in order to reduce the number of lay-offs and to help retain some of our fine young teachers.
2. The "District Incentive Plan" was put into place during the 1988-89 contract year. While the incentive of \$5000 for the first fifteen years of service and \$250 for each additional year of service was current in 1989, it has remained the same for more than 20 years. We feel it should be updated to reflect the realities of inflation and the increased cost of living we have seen over the past 2 decades.

Article 8: Health/Fringe Benefits

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Health/Fringe Benefits

1. Since the fixed cap on district premium costs (with exception of the lowest cost family coverage) was agreed to almost a decade ago, the cost of insurance has nearly doubled, while our cap has risen less than 6%. The Association feels the cap needs to be tied to an index which reflects the reality of fluctuant health care costs.

Article 10: Vacancy/Transfer/Reassignment

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Reassignment

1. The Association believes that teachers involuntarily reassigned during the course of the school year should receive some substitute teacher assistance in order to have the time to adequately prepare for an unexpected change in assignment.
2. The Association believes there should be a limit on how often a unit member can be involuntarily reassigned. (An example would be not more than 2 times in a 5 year period.)

Article 14: Grievance Procedure

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Grievance Procedure

1. Presently, the Grievant or District may request a personal conference to discuss the grievance. The Association believes that either side should be granted at least one face to face meeting to discuss the grievance at each level, upon request.

Article 17: Class Size

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: SDC Class size

1. The Association believes there should be expressly written guidelines regarding the number of students placed in Special Day Classes. There is no state limit on the number of Special Education Students in Special Day Classes, but in order to serve this segment of our student population, we should address the practical implications of diversity of disabilities in the classroom as well as the need to provide an appropriate educational opportunity to all students in Special Education.

Article 19: Peer Assistance and Review (PAR)

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Peer Assistance and Review

1. The Association would like to streamline contract language and work towards making the program more effective for teachers in need of assistance.

Article 22: Safety and Protection of Unit Members

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Safety and Protection of Unit Members

1. During a water main break at Rice School, unit members were left without potable water or proper access to restroom facilities on campus.
2. During the wind caused blackouts, teachers and students were forced to work in subpar and dangerous conditions. Simply reporting to school without traffic signals and with flying debris was dangerous to both employees and students.
3. The Association believes we need to address these types of incidents and have specific written guidelines to protect the safety of our unit members, students and the community.

Article 26: Negotiations Time Line

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Negotiations Time Line

1. The timeline presently found in the contract is not practical and has not been followed in recent years. The Association hopes to agree to a practical timeline which fits the needs of both the District and the Association.

New Article: Association Rights

In accordance with Board Policy 4143(a)/4243, the Garvey Education Association will not propose specific contract language until after there has been a discussion between the District and the Association.

Concerns: Association Rights

1. Just as the District asserts their rights in Article 24, the Association believes that it has certain rights. The Association also believes that some of those rights were violated during the November 2011 election. We believe the specific inclusion of our rights, surrounding election activities, in the contract would dispel future disagreements in this area.