

**Desert Area Teachers Association (DATA) Sunshine Proposal
to the Sierra Sands Unified School District
November 21, 2019**

GENERAL EXPECTATIONS:

- 1) Change all contract dates to align with the new contract cycle.
- 2) Fold any current MOU's into the contract language.

Article III Salary

DATA has an interest in bargaining salary, including but not limited to, increasing salary so that it is regionally competitive; increasing summer school pay; increasing the stipends for master and doctorate degrees; lowering the number of years necessary for a longevity stipend; decreasing the number of steps necessary to reach the top of the salary schedule; increasing the number of contractual work days for employees who are required to complete work during the summer. We are also interested in introducing permanent substitutes placed on the certificated salary schedule; offering salary units for a local induction program; introducing a stipend for teachers teaching dual enrollment courses; introducing yearly pay increases for non-degreed CTE teachers through year 12; requiring salary grant stipends to be paid to the appropriate teachers; providing flexibility in the CTE schedule based on 1-hour classes; and eliminating all references to the old ROP salary schedule.

Article IV Differentiated Pay

DATA has an interest in bargaining differentiated pay, including but not limited to, increasing differentiated pay stipends at a rate equal to increases in salary. In addition, we have an interest in adding stipends for all middle school and elementary coaches as well as all academic team coaches who travel for competition.

Article V - Health and Welfare

DATA has an interest in maintaining our current health care coverage. However, we have an interest in bargaining additional opportunities for opting out of this coverage and adding additional orthodontia coverage.

Article VI Work Hours

DATA has an interest in bargaining work hours, including but not limited to, bringing TOSA work hours in line with teacher work hours; requiring hourly rate of pay or comp time for required work outside of contractual work hours, including grant-required and district-required work; district accounting of comp time, shared with members; requiring meetings held outside of contractual work hours to be scheduled contiguous to required hours; achieving flexibility in required work days before the start of the school year; improving contractual language for scheduling and procedures for elementary parent conference week; achieving a single block of aggregate preparation time with teacher input for TK-K teachers; access to paid leave and comp time for professional development, including travel time; equity in access to professional development when no substitute is available; teacher input for scheduling of special education

paraprofessionals; adjustments to the collaboration schedule based on member input; adjustments in the scheduling of professional development based on teacher input; additional preparation time for department chairs and special education teachers; flexibility in the scheduling of teacher preparation time; and scheduling kindergarten paraprofessional assistance at the teacher's discretion.

Article VII Class Size

DATA has an interest in bargaining class size, including but not limited to, a reduction in all class size maximums; pay for overages at the class size goal; hard caps on class size at the maximum; increased compensation for overloads; increased compensation for covering another teacher's class when no substitute is available at all grade levels; coverage by other certificated personnel when no substitute is available; prohibiting combination classes for TK students; and lowering class sizes for SDC classes. We also have an interest in addressing academic performance, behavioral issues, and safety concerns related to class size, and in monitoring the number of special population students in all general education classrooms.

Article VIII Leave Provisions

DATA has an interest in bargaining leave provisions, including but not limited to, making all leave confidential, requiring no administrative oversight.