

## **NEGOTIATIONS COMMITTEE**

Allen Freemon, Chairperson  
Jeff Johnston, Vice Chairperson  
Carissa Carrera, Recorder  
Terri Jackson, Board Liaison  
Vern Gates, Consultant  
Jeff Good, Consultant  
Seth Bramble, Legislative Advocate

### **MAJOR POLICY** – Immediate Action (2/3<sup>rd</sup> Vote Required)

Page 205-206

#### **Bargaining Goals**

The California Teachers Association bargaining goals are grounded in the organization's core values and are part of a bargaining program that includes on-going evaluation, planning, and action.

Core Values:

1. To protect and promote the well-being of its members
2. To improve conditions of teaching and learning
3. To advance the cause of free, universal, quality public education
4. To protect human dignity and civil rights
5. To secure a more just, equitable and democratic society

The bargaining program begins with the goals. Evaluation begins with the analysis of environmental forces (organizational capacity and strategic leverage) that affect bargaining. The program continues with the planning of program strategies to achieve the bargaining goals through action and ongoing evaluation.

To support the organization's core values we honor the services of the certificated and classified bargaining unit personnel working to provide a quality educational program for all students.

Bargaining Goals:

#### ***Salary***

1. Establish and maintain comparable and competitive salaries utilizing revenues and reserves.
2. Attract and retain highly-qualified, highly motivated unit members with a quality salary schedule that is geographically comparable.
3. Secure retirement benefits are a significant element in attracting and retaining unit members, however, locals must ensure that employers do not overstate the cost factor of retirement benefits as a bargaining ploy to avoid salary increases.

### ***Health and Welfare Benefits***

1. Establish and maintain a comprehensive program including health, dental, vision, life and income protection for the unit member and his/her family, at district expense.
2. Establish and maintain a workable benefit structure that does not establish a barrier to quality care.

### ***Conditions of Teaching and Learning***

1. Establish and maintain the conditions of teaching and learning that demonstrate respect for the profession and are able to attract/retain highly qualified, highly motivated unit members.
2. Establish and maintain the learning environment, including the salary and benefits of certificated and classified bargaining unit personnel, as a budget priority.
3. Establish and maintain professional development opportunities based on unit members' determination of need.
4. Establish and maintain that the principle unit members are the primary decision-makers on the conditions of teaching and learning

### **Right to Consult**

1. The local bargaining unit shall actively engage its members in identifying goals in the areas of curriculum, educational objectives, and textbooks, and shall exercise the right to consult on these matters.
2. The local shall demand to bargain any impacts and effects identified as part of the consultation process.
3. Unit members shall be appointed to all district committees by the local association.
4. The local shall participate in and influence the LCAP process to achieve member goals.

### **MAJOR POLICY** – First Reading

Page 340-341

#### **Class Size/Class Load**

CTA believes educational legislation, programs, strategies, and information should encourage quality interaction between teacher and student (pre K-14) based on negotiating maximum teacher-student class loads by grade level or subject rather than minimum class sizes or averages per school. Class size should be consistent with the

requirements of quality instructional standards, ensure a safe learning environment and be fair and equitable.

CTA believes small class size, particularly in grades pre-K-12, allows for the optimum development of a student's potential. Class size and daily student-teacher contacts must allow for individual attention to each pupil.

A reasonable goal for California's class size is a program that places California in the upper quartile of low class sizes in the United States with class size computed upon actual classroom teacher: pupil ratio.

Class size maximums must be established, with Association involvement, based on the type of students, state content standards, physical facilities, and other criteria. Optimum maximums should include:

1. Twenty (20) students in regular elementary classes including special day class students mainstreamed into the classroom;
2. Twenty (20) students in regular secondary classes including special day class students mainstreamed into the classroom and students in each course of distance or online learning; with no more than 100 students per day;
3. No more students than the optimum number of work stations in shop and laboratory classes, regardless of the grade level.
4. A ratio of 8 students per 1 adult, with a maximum class size of 24, shall be maintained in pre-school, ~~under the direct supervision of a certificated teacher,~~ under the direct supervision of a certificated teacher.

Optimum maximums do not preclude larger class sizes which foster program effectiveness, e.g., orchestra, choir, drama, some intramural athletic programs, etc. The local bargaining agent and the local school board shall negotiate the list of classes which are included in this category.

CTA believes that class size reduction at all levels is essential. Further, that vocational and technical education programs, staffing, facilities, and funding must be protected and maintained during any attempt to reduce class size.

Full state funding must be provided for class size reduction, including funding for construction of appropriate classrooms. Class size reductions should reflect appropriate curriculum development and necessary additional support personnel.

## **MAJOR POLICY** – Second Reading

Page 216-217

### **Compensation**

Page 217 Add new paragraph after second full paragraph

CTA believes that compensation for school district superintendents should be limited to a base salary no higher than 300% of the average teacher salary in the district in which the superintendent is employed, and all wages paid to the superintendent shall be

limited to no higher than 325% of the average teacher salary in the district in which the superintendent is employed.

### **OTHER ITEMS FOR IMMEDIATE ACTION**

A. NBI 3/14-1

That CTA delete the duplicate phrase in part four (4) under class size/class load on page 341.

The committee moves to approve NBI 3/14-1.

### **REFERRALS TO THE BOARD OF DIRECTORS**

NONE

### **MATTERS PENDING**

1. NBI 5/14-10

That CTA support, and that the CTA President write to the state legislature a letter of support for, SB 935 and all legislation which would raise the minimum wage in California to \$13 an hour by 2017, and guarantee minimum wage increases ongoing tied to inflation.

### **INFORMATIONAL ITEMS**

1. The committee discussed the Governor's May Revision, including the proposal to fully fund CalSTRS. The committee passed a motion to support the proposal to fully fund CalSTRS.
2. The committee elected its officers for next year. Congratulations to Allen Freemon, re-elected Chairperson, Jeff Johnston, re-elected Vice Chairperson, and Carissa Carrera, re-elected Recorder.
3. The Teacher Evaluation Workgroup Teacher Preparation and Early Career Support document was reviewed by the committee.