



BARGAINING UPDATE

November 14, 2013

FTA presented counter-proposals to the items discussed with the District at the last session on November 8th:

➤ **ARTICLE 4 EARLY CHILDHOOD PROFESSIONALS**

- FTA clarified the few remaining sub-sections of Article 4, confirming that nearly all represent current practice that has simply not been written into the Contract. The District will review these items; the parties seem to be close to agreement on this Article.

➤ **ARTICLE 49 SPECIAL EDUCATION**

- We clarified the language with which both parties have already agreed, but maintained our current position on the importance of recognizing SPED class size and case load limits in the Contract. Additionally, FTA wants equitable access to school site equipment and materials for SPED staff as is provided to Regular Ed staff. We also proposed one day per semester of release-time for assessing potential students, and for preparing/conducting IEP's. FTA removed our proposal for a limit to the number of emotionally or physically handicapped students that may be enrolled in a physical education class.

➤ *All proposals are posted on the FTA Website*

AND SIGNIFICANT PROGRESS...

For a second consecutive session, the parties delved deeply into conversations about **ARTICLE 16 EVALUATION & SUPPORT**.

After the last session, the FTA team felt that the parties might be able to find common ground by re-visiting our original proposal, which specifically uses the CSTP as the foundation. Our counter-proposal today adjusted the language to help identify the presence of multiple measures of teacher performance and student progress throughout the CSTP.

When the District's team returned after a caucus, both parties seemed more engaged in the possibilities of making such a system work for evaluatees and evaluators alike. Included in the late afternoon discussion was FTA suggesting that the District's last proposal of a two-year phase-in could be useful in working through implementation of new evaluation components.

The session ended with both teams acknowledging progress on this important contract item.

UPCOMING BARGAINING DATES:

December 12, January 23 (Tentative), January 28.

December 17th remains on the calendar for the FTA team to work at the FTA Office.

➤ **See the full-text of all articles on the FTA website:**

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THANKS FOR YOUR PARTICIPATION!