

Contract Language Issues	Current Language	Union Proposal	Impact/Notes
More Restrictive Teacher Evaluation Process	Principal informs teacher of a one week window in which the observation and written assessment of teacher performance takes place.	Principal would be required to conduct performance evaluation only at date and time established by the teacher.	Principals could no longer observe at a time they feel is appropriate to assess teacher's performance.
Seniority Based Assignments	District has the right to reassign staff based on program, school site & student needs.	Would establish seniority as the basis for reassigning centrally assigned nurses, social workers' special education teachers, psychologists and others.	Would severely restrict ability of site and department administrators to reassign staff when student or program needs require personnel changes.
Paraprofessional Work Schedules	Principal, children center site manager, or department heads have authority to adjust paraprofessional work schedules for program or student needs as required.	Would prohibit a principal, children center site manager or department administrator from changing paraprofessional work schedules 15 days after school begins.	The adjustment of paraprofessional hours does <u>not</u> mean a reduction in hours, only different hours to be worked. Would severely restrict site's ability to meet special education and student needs.
Order of layoff – R20 Parent Liaisons	<p>Parent Liaison is a distinct classification with specialized training and assignment to district schools based on skills, knowledge and abilities.</p> <p>Layoffs and reductions of hours from this classification are currently kept within the classification rather than mixing with other classifications.</p>	In the event of layoffs, parent liaisons would be included in same group with many other classifications. (e.g.: student advisors, peer resource and multiple services specialists)	<p>Would result in parent liaisons being bumped out or laid off from their existing positions by non parent liaisons.</p> <p>The staff replacing parent liaisons may not have the school community knowledge, skills or experience that was held by the parent liaison they replaced.</p>
Expansion of paid bereavement leave for paraprofessionals	Paraprofessionals currently have same bereavement benefit as other district classified staff; receiving up to 3 days paid bereavement leave for immediate family. Immediate family includes parents (or any person who has actually served in the capacity of parent), grandmother, grandfather or grandchild of the unit member, or the spouse or domestic partner of the unit member, and son, son-in-law, daughter, daughter-in-law, brother or sister of the unit member, parent-in-law, or any relative living in the immediate household of the unit member.	Would establish one day of bereavement leave without lost of salary upon the death of following second-degree relatives: Uncles, aunts, nephews, nieces, brothers-in-law, and sisters-in-law.	<p>Currently employees can use vacation or unpaid leave for bereavement purposes for second degree relatives.</p> <p>Union proposal would increase district costs and could change the current system-wide classified practice for bereavement leave by adding thousands of new eligible individuals who could be claimed for bereavement.</p> <p>Could increase the frequency of paraprofessionals absent from the classroom especially if no substitute is available.</p>

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Pick up and Delivery of Union Mail by the School District	District provides interdistrict mail to school and department sites	District mail vehicles would be required to stop at union headquarters to pick up and deliver union mail as well as picking up and delivering union mail to all schools and CDP sites on a daily basis.	<p>Would increase district costs and set a precedent for the other 17 district unions to have their mail picked up and delivered by the district at their offices and distributed to school/work sites.</p> <p>Supreme Court has determined this is an illegal practice.</p>
Renovation & Improvement of School Facilities	<p>All teachers, in the course of performing their duties, shall be alert to unsafe practices or conditions and report any such unsafe practices, equipment, or conditions to their immediate supervisor. (Art. 14.1.1.5)</p> <p>Bargaining unit members shall not be required to work in unsafe conditions or to perform tasks that endanger their health, safety or well-being. (Art. 14.2.1)</p>	Would require the District to submit policies and procedures involved with schools site construction and renovation projects to the Union for approval before renovation work could begin at any individual site.	<p>Existing contract language more than covers the issue.</p> <p>District has countered with similar but non-mandatory consultative language.</p>