

DTA District Sunshine 2024-2025

<u>Article 4: Compensation</u> / <u>Article 6: Benefits</u>		
ISSUE(S): <ul style="list-style-type: none"> ● Explore benefit alternatives for members ● Review the criteria used to determine salary and compensation increase 		
District Interest(s)	Mutual/Common Interest(s)	DTA Interest(s)
<ul style="list-style-type: none"> ● The District wants to compensate employees in an equitable and meaningful manner ● Ensure fiscal stability when adopting any new salary provisions 	<ul style="list-style-type: none"> ● Consider exploring multi-year compensation settlement ● Review and define the criteria for salary and compensation <ul style="list-style-type: none"> ○ Ability to pay CPI and Comps ○ Real wage increase and price index levels ○ Include lookback language 	<ul style="list-style-type: none"> ● Explore benefit alternatives for dental coverage/plan ● Ensure a real wage increase ● Include lookback language for continuation of real wage increase (throughout a multi-year agreement)

<u>Appendix F: FOOTHILL COLLEGE PARTNERSHIP / COMMUNITY COLLEGE PARTNERSHIP PROGRAM</u>		
ISSUE(S): <ul style="list-style-type: none"> ● Outdated language is not representative of all current practices 		
District Interest(s)	Mutual/Common Interest(s)	DTA Interest(s)
<ul style="list-style-type: none"> ● Explore potential CCAP update to the language for the Foothill Partnership, such as including clarity of qualifications/eligibility 	<ul style="list-style-type: none"> ● Explore need for Clarification of Foothill Dual Enrollment Agreement and potential update to the Appendix F ● Create language that protects DTA members and captures current requirements as outlined by Foothill (partner community college entity) for course and instructor eligibility 	<ul style="list-style-type: none"> ● Ensure the adherence to existing requirements in the CBA - Appendix F ● Ensure the evaluation of members through Foothill / the partner community college does not impact a member's standing in MVLA ● Ensure that DTA members choose to participate in the program

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Article 14 - Article 14.8: Formal Complaints Against Unit Members		
ISSUE(S): <ul style="list-style-type: none"> ● Progressive discipline steps are not currently outlined in contractual language 		
District Interest(s)	Mutual/Common Interest(s)	DTA Interest(s)
<ul style="list-style-type: none"> ● To have language that supports a productive, clear and effective disciplinary process. <ul style="list-style-type: none"> ○ Outline due process ○ Progression generally outline ○ Outlier/ egregious circumstances warranting skipping progressive steps ○ Timely response to complaints 	<ul style="list-style-type: none"> ● Have language in the CBA that outlines the disciplinary process 	<ul style="list-style-type: none"> ● Notification timeline <ul style="list-style-type: none"> ○ Association notification of complaint to best represent member ○ Clear language of the nature of the complaint. ○ Have a disciplined process that focuses on remediation

Article 7 - 7.8: Special Assignments		
ISSUE(S): <ul style="list-style-type: none"> ● Language lacking for TOSA roles, responsibilities, and right to return 		
District Interest(s)	Mutual/Common Interest(s)	DTA Interest(s)
<ul style="list-style-type: none"> ● Ability to, as needed, have teachers perform non teacher of record duties that will benefit students and the broader educational program 	<ul style="list-style-type: none"> ● Clarification of the right of return to the classroom and length of TOSA tenure ● Roles and responsibilities of TOSA are clearly captured in the CBA 	<ul style="list-style-type: none"> ● Ensure that TOSA have a right to return to the classroom ● Ensure the role of a TOSA continues to support teachers

Article 11 - Evaluations
ISSUE(S): <ul style="list-style-type: none"> ● Issue has been sent to committee <ul style="list-style-type: none"> ○ Revisit in 2025-2026 negotiations

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Parties will meet to conduct Workload Committee work during 24-25 negotiations

Workload Committee - Not formal negotiations

ISSUES include, but are not limited to:

- Co-teaching
- Counseling
- Prep time
- Professional responsibilities and hours of employment
- Part-time
- Least Restrictive Environment