

Draft Outline DTA District Sunshine 23-24

[Current Contract](#)

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Article 3.2 - Calendar

ISSUES:

1. The placement of teacher workdays and PD has caused workload questions.
2. The placement of back-to-school night needs to be examined.
3. Changes in the yearly-calendar schedule within the school year can impact teacher planning and preparation.

District Interest:

- Ensure calendar language regarding deadlines and process can be followed with fidelity in order that the contract provision be able to adhere to

DTA Interest:

- Ensure that teacher vacation and work days are placed in the work year calendar appropriately.
- Develop clear guidelines for school calendar adoption.

Proposed calendar [LINK](#)

Article 4.0 - Compensation

ISSUES:

1. Many DTA Unit Members' careers extend past 28 years of service but longevity increments end at Step 28.
2. Longevity increments have only adjusted relative to percentage increases in compensation.
3. Professional growth incentives have not been recently analyzed.
4. Other forms of compensation, daily sub pay, workshop pay, etc... require examination and updating in the contract.
5. Obtaining CTE Credential requires additional work and we have very few teachers with such credentials

District Interest:

- The District wants to compensate employees in an equitable and meaningful manner
- Ensure fiscal stability when adopting any new salary provisions
- To incentivize teachers to obtain CTE credentials

DTA Interest:

- Reward years of service beyond year 28.
- Update all non-salary schedule compensation.
- Provide added incentives for professional growth.
- Examine EPED stipends
- Consider the impact of CTE credentialing on mandatory subjects of bargaining

Article 6 - Benefits

ISSUES:

1. The Cost Containment Committee has not met for a number of years to examine trends and costs associated with Health Benefits.
 - a. Examine Health Plans and Coverage
 - b. Examine Health Plan Providers
2. The Death Benefit has not been analyzed. .

District Interest:

- Ensure fiscal stability when adopting any new benefit agreements/provisions

DTA Interest:

- Examine health benefit cost containment options.
- Ensure unit members have access to health care provider networks.
- Ensure that unit members' beneficiaries are supported.

Article 9 - Assignments

ISSUE:

1. There is insufficient contract language that defines assignments.

District Interest:

- Explore assignment challenges

DTA Interest:

- Discuss and define the terms and conditions surrounding assignments.

Article 11 - Evaluations

ISSUES:

1. Evaluation Forms are not included in the CBA as appendices.
2. Evaluation forms need to be developed for non-classroom unit members.
3. Article 11.3 and Appendix H (PAR) need to be reviewed and reimplemented.

District Interest:

- Form a committee comprised of DTA and District members in order to review all forms of current certificated evaluation with a focus on the following goals
 - Meaningful evaluation procedures that effectively support professional development and student success
 - Steps and procedures that are clear and sequential
 - Forms that are reflective of the evaluation objectives
 - Clarify non-classroom evaluation procedures
 - Incorporate applicable professional standards related to various non-classroom certificated positions
 - Review student survey questions and results
 - Ensure that traditional observation evaluation is not designed as a punitive measure but rather as a productive professional development tool
 - Review rubric for clarity and consistency
 - Review rating scale for calibration - clarity and consistency
 - Update timelines outlined within the contract as appropriate

DTA Interest:

- Ensure that current contract provisions meet the professional needs of all DTA members.
- Ensure that the Evaluation process supports all teachers.
- Ensure the current workload for DTA members is maintained or decreased.

Article 12 - Class Size

ISSUES:

1. Clarification is needed with regards to class size maximums relative to classes that serve special populations. Specifically looking at ratios and embedded supports.
2. The Enhancements provisions in 12.2 are not being designated as required per the CBA.
3. Examine lab classes in relation to contractual guidelines.
4. Examine class size provisions and staffing formulas.

District Interest:

- Review class size provisions and provide additional clarity regarding defined parameters, including what category certain classes fall in
- Incorporate non-defined class size provisions - particularly relative to Special Education classes and case management
- Clarify how enhancements can be used to reduce class size in specified areas

DTA Interest:

- Assess the impact of balancing student proficiency levels on class size in all courses.
- Ensure all class size provisions are meeting the needs of students and teachers.
- Incorporate non-defined class size provisions - particularly relative to Special Education classes and case management