

RESPONSE AND INITIAL PROPOSAL  
OF  
PAJARO VALLEY UNIFIED SCHOOL DISTRICT  
TO  
PAJARO VALLEY FEDERATION OF TEACHERS

FOR THE 2007-2008 SCHOOL YEAR  
October 24, 2007

1. RESPONSE TO P.V.F.T. PROPOSAL

The District is interested in the following:

1. Continuing to pursue the commitment made in 2002 that certificated employees salaries move towards the top 25%. Given the continuing increase in the cost of health benefits, a look at the total compensation of certificated employees should be a part of that comparison.
2. Working with PVFT to determine a benefit package that can be offered to employees, including retirees, balancing that package with the total compensation offered.
3. Discussing and resolving concerns that PVFT has regarding Keenan & Associates as the contractor for the District.
4. Working together to resolve the problems resulting from a shortage of substitute teachers.
5. Discussing the effects of No Child Left Behind, including incentives for program improvement schools.
6. Reviewing the District practice concerning the assignment of temporary placeholder teachers.
7. Discussing the most effective way to make the most current contract language available to certificated employees.
8. Discussing union communication to and with their members.
9. Looking at class sizes, staffing ratios, and class configurations and the effect that has on compensation.
10. Reviewing salary schedule configuration, including the consideration of additional days and/or length of day.
11. Teacher preparation time.
12. Discussing the effects of full-day Kindergarten.

In addition to the issues that the District has responded to from PVFT's Sunshine Proposal, the District is also interested in discussing:

1. Incentives and/or transfer language to enable the District to meet the requirements of QEIA and State and Federal Mandates.
2. Additional stipends/compensation for hard to fill positions. (i.e. math, bilingual positions, special education)
3. Restructured Day language.
4. Configuration of Children Center Salary Schedule..
5. Teacher advancement on Migrant Head Start Salary Schedule.