



Santa Barbara SCHOOL DISTRICTS

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Date: September 23, 2009

To: Dr. J. Brian Sarvis, Superintendent

From: Dr. Kristine Robertson, Director of Personnel

Subject: **Santa Barbara School District Initial Sunshine Proposal to Negotiate with the Santa Barbara Teachers Association for the 2010-2011 school year.**

Conference Item: X Time Required: 10 minutes

Background

In accordance with the collective bargaining laws under which the district negotiates with employees, the district intends to bring forth an initial proposal for the 2010-2011 school year as described below. Although an initial proposal to negotiate for 2010-2011 is early, this revised initial proposal is necessary to begin discussions with the Santa Barbara Teachers Association in anticipation of the ongoing fiscal crisis over at least the next two years.

Plan

This revised initial proposal is coming back to the board for public review and discussion to more clearly delineate the issues to be negotiated. No board action is necessary regarding this item at this time. The initial proposal will be presented for a second reading on the board's agenda for action at the next regular meeting.

In keeping with current board policy, the district proposes to proceed with these negotiations using an interest-based approach in order to maintain a positive and productive relationship between the district and Santa Barbara Teachers Association. Proposed negotiated terms and conditions include:

Article IV - Wages

The district has an interest in adjusting to the ongoing fiscal crisis in California in ways that minimize adverse impacts on staff while maximizing our continuing obligations to offer quality educational services to students. Because of decreased revenues, the district wishes to discuss reducing personnel costs through one or more possible means.

Article VI - Hours/Conditions – Work Year and Calendar

In order to adjust to declining revenues, the district has an interest in discussing possible reductions to the school calendar year, including possible alterations to daily schedules. The district has additional interest in discussing professional learning community meetings during late start days and the minimum day issues.

Article VIII – Evaluation Procedures

The district has an interest in discussing modifications to the current evaluation process should the state succeed in reworking the current law allowing districts to compete for the federal "Race to the Top" funding,

Article X - Class Size

As an adjunct to the fiscal crisis, the district has an interest in discussing modifications to current class size ratios as well as continuing to discuss block schedule issues.