

Attention Teachers: *School District Declares IMPASSE*

At the December 19, 2011 Negotiations Session, the School District of Indian River County declared IMPASSE. They expressed an interest to continue negotiating language for the Teacher Evaluation Article IV up until the day of the hearing. The teams could not reach agreement on Employee Health Insurance costs and many items related to the proposed new Teacher Evaluation System.

What is Next?

- Select a Special Magistrate
- Hearings with Special Magistrate (open to public)
- Recommendations of Special Magistrate
- School Board decides if they agree with recommendations
- IRCEA decides if we agree with the recommendations
- Based on those decisions one of the following will occur
 - School Board Imposes their will at a public hearing
 - School Board and IRCEA Ratify the contract with the recommendations of the Special Magistrate

Some Proposals to be brought to IMPASSE

- Health Insurance Costs
- AC Teacher guaranteed a position if rated effective or higher
- Teacher Improvement Plans
- Proof of Evaluator Accuracy on Marzano Observations
- Marzano Pre and Post Conference Forms
- Differentiated Pay for Title One Schools
- Performance Pay for Evaluations
- Layoff Procedures
- Right to representation at evaluations conferences



IRCEA Members:
Visit Website at
www.ircea.org

What can YOU DO?

- Attend Negotiations sessions
 - January 18th 4PM TEC (New Tobacco use Language)
- Attend all Hearings for IMPASSE (to be announced)
- Contact School Board Members
- Support your Union by joining IRCEA today!