

Notice to Members
October 30, 2009

Indian River County Education Association

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*Beth Weatherstone,
President, IRCEA*

Negotiations Dates

- Saturday,
November 14th
9:00 AM TEC
room
- Monday,
November 16th
4:00 PM TEC
Room

How can you help?

- Continue supporting IRCEA through your dues...The more teachers represented the better the clout!
- Attend Negotiations Sessions and School Board Meetings
- Speak to School Board Members about your concerns

SDIRC Proposals at a Glance (underlined)

- of which 180 days or its equivalent must be student contact, Teachers will be required to provide a minimum of twenty-five (25)
 - These two together would give the district the ability to lengthen your teaching day, add up those hours, reduce the number of days students go to school, and make teachers attend training on those days without students.
- Elementary and Middle School teachers will convert two half days during semester exams to 1 full day of staff development. The balance of time will be regular school days for teachers and students.
 - This SDIRC proposal is an example of the changes that could arbitrarily occur if IRCEA agrees with the 180 days or the equivalent SDIRC proposal.
 - It means that elementary and middle school teachers and students would not have end of semester shortened days and that on those three days students and teachers would have two full days, students would not have school on one day and teachers would go to training. Less days for students and less preparatory time for teachers.
- During the MBU's contractual hours, an assigned daily planning period shall be provided.
 - This proposal takes away the planning period during the student day. This could result in reducing the need for "Special Area" teachers in elementary and would reduce the middle and high school teachers by 1/7 because we would be teaching seven out of seven periods.
- During statewide testing, assigned planning periods may be modified or eliminated. Assigned planning periods will be forfeited when a teacher is on temporary duty or on a field trip.
 - This proposal just shows their ignorance of humane working conditions for teachers.
- Attendance at annual open houses and orientation is required unless excused by the principal.
 - This places no limits on the number of times a principal could require teachers to attend night events.
- Any teacher may be required to administer medications or perform school health services in an emergency, acute medical event, or when there is an immediate threat to the health, safety or welfare of the student. All teachers may be required to participate in training in emergency medication administration and health procedures, and ESE teachers may be required to participate in other health related training.
 - This proposal replaces the current language which states teachers will not be responsible for health services. Very concerning for teachers and the liability. This puts our school nurses at risk to have their hours reduced.

- During the 2010-2011 school year, the abbreviated 3 year cycle will be eliminated if the teacher assessment system has not been fully implemented during that school year.
 - Full evaluation every year even if performance is exemplary.
- No voluntary transfer will take place after August 1st of each year; The Superintendent may waive postings during regular pre-school in an effort to place teachers in the classroom prior to the start of school. Statute 1012.27
 - Currently employed teachers would be refused the right to apply for openings if they occur after Aug. 1st each year.
- The Board will make a plan of health insurance available to the employees, including the MBUs. However, the Board reserves the right, after considering the advice and recommendations of the Health Insurance Committee, to amend/change the terms and coverages under the offered plan(s) of insurance, including but not limited to changes in benefits, co-pays, out of pocket expenses and employee contributions, where such changes are found by the Board, within its reasonable discretion, to be in the interests of the financial condition of the School District or the continued viability of the plan(s). The Board's right to change or amend plans of insurance coverages is a nonnegotiable management right.
 - This proposal removes our right to negotiated health benefits. Another proposal removes the board's commitment to pay for a health plan.
- The school principal is required to establish and maintain an individual professional development plan for each instructional employee assigned to the school as a seamless component to the school improvement plans pursuant to 1019.98.
 - Teachers lose control over the professional development.
- Any newly hired annual contract teacher must agree to receive ESOL endorsement within the first three (3) years of employment. Starting with the 2010-2011 school year, Professional Service and Continuing Contract teachers will have 5 years to be fully endorsed with all ESOL requirements.
 - Who will want to start their career in IRC with this 300 hour requirement hanging over their head during their first five years of teaching.
- Movement of employees on the Instructional Salary Schedule is accomplished only through negotiations between the Union and the Board subject to the provisions of Chapter 447, F.S. It is further understood that this agreement is the salary schedule for year 2009-2010 only. This salary schedule will not be used in any year other than for year 2009-2010, because the salary schedule and the amount of step pay increase, if any, shall be negotiated between the employer and union (IRCEA) on an annual basis. The MBUs/IRCEA shall not automatically receive a step increase in any year of this contract, and shall only receive such compensation as mutually agreed in future years through collective bargaining. If the parties are unable to reach an agreement for a new salary schedule and/or step in any future year, then the last agreed schedule shall remain in place as the status quo and MBUs shall be paid on that schedule with no step increase.
 - Removes STEP language and removes our existing salary schedule.

SDIRC Staff Development Proposal
2009-2010, 2010-2011, 2011-2012
Based on School Calendar

- One full day during pre-planning to be used for staff development/in-service
- One full day during the State In-Service Day to be used for staff development/in-service
- ½ day utilized for in-service during the 1st semester identified as a teacher work day
- Elementary and Middle School teachers will convert two half days during semester exams to 1 full day of staff development. The balance of time will be regular school days for teachers and students.
- ½ day of a teacher work day will be utilized during the 2nd semester as an in-service day
- High School teachers will convert one additional work day at the end of the year to be utilized for staff development.
 - When will teachers get their work done???
- There is much more...please read the entire document
 - Propose to remove retirement incentive bonus
 - Propose to remove language on DROP extension
 - Denies teachers the right to speak to school board members regarding negotiations
 - Proposes to have language in our contract that protects the status of employees who are not bargaining members

READ THE FULL DOCUMENT CAREFULLY AT: www.ircea.org ...THERE IS MORE...ATTEND NEGOTIATION SESSIONS AND SCHOOL BOARD MEETINGS. YOU ARE THE IRCEA AND WE NEED TO STICK TOGETHER...

UNITED WE BARGAIN, DIVIDED WE BEG!