

## **REA Mediation Package Proposal**

### **April 27, 2012 3pm**

Article 3 Miscellaneous                      Current Contract

Article 5 Employee Rights                      REA Final Offer with the following changes:

O. Student performance on tests shall not serve as a basis for transfer or disciplinary action, and shall not serve as the sole basis for evaluation.

Eliminate REA proposal P. Personal Property

#### Q. Teaching Materials

If the District is unable, for any reason, to provide the materials, equipment and/or training necessary for implementing a District program, the District will not hold members accountable for implementation of that program.

Article 7 Employee Work Year                      REA Final Offer

Article 9 Teaching Hours                      REA Final Offer

Article 13 Academic Freedom                      Current Contract

Article 14 Paid Leaves of Absence                      REA Final Offer

Article 18 Student Discipline                      REA 4-27-12 3pm Proposal attached

### **Article 18**

#### **Student Discipline**

##### **A. Disruptive Students**

1. When, in the judgment of a teacher, a student is by his/her behavior disrupting the instructional program to the detriment of other students, the teacher may send the student to an administrator or designee. If requested by the teacher, communication shall occur between the administrator or his/her designee and the teacher before the student is authorized to return to class. If deemed necessary, the administrator may involve a parent in the conference.

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This is a package proposal. If not accepted, REA retains the right to return to previous positions.

Additionally, the building or District procedures shall include: feedback to appropriate teachers on disciplinary actions; staff procedures for dealing with discipline; and methods for informing teachers of students who present safety/behavioral concerns.

**C. Building Discipline Inservice**

The District shall, on an on-going basis, provide appropriate inservice or training on discipline topics, including legal issues surrounding student discipline and methods for intervening in crisis situations as well as training for case managers and counselors regarding behavior plans under IDEA/Section 504 and when information may be shared with staff.

Article 22 Employee Compensation REA Final Offer

Article 23 Fringe Benefits REA Final Offer with the following modification:

2011/12 \$1100 monthly district contribution

Article 24 Funding Current Contract

Article 25 Reduction in Force Current Contract

Article 26 Special Education REA Final Offer

Article 31 Duration of Agreement REA Final Offer

All previously signed Tentative Agreements.