

1 The District data generally reflects that in the maximum
2 salary/benefit category it ranks number 1. (See Table 14) The
3 District ranks 5th at the BA+30, step 1 schedule placement. (See
4 Table 12) It ranks 12th at the BA+60, step 10 placement, (See
5 Table 13) and ranks 6th in average salary plus average health
6 benefits. (See Table 15) All District comparison tables and
7 graphs reflected 2001-02 data.

8 [REDACTED]

9 [REDACTED]

10 [REDACTED]

11 [REDACTED]

12 [REDACTED]

13 [REDACTED]

14 [REDACTED]

15 [REDACTED]

16 [REDACTED]

17 [REDACTED]

18 [REDACTED]

19 [REDACTED]

9 similarly combined salary/benefit data using its comparison
10 districts. Table S-7, using lowest starting salary plus average
11 benefits as of 2001-02 places the district at rank 14. Table S-8
12 using maximum salaries plus benefits as of 2001-02 places the
13 district at rank 7. Table S-9, using average salaries and
14 benefits as of 2001-02 places the district at rank 15.

15 The teaching staff enjoys a substantial maximum salary as
16 illustrated by the comparison data submitted by each party. The
17 district ranks number 1 in maximum salary according to the
18 [REDACTED] The association's "Large 20 District"
19 [REDACTED]

1 The proposal raises serious legal and ethical questions.
2 The provision of lesser retirement benefits to future retirees
3 based upon date of hire raises both equal pay and constitutional
4 equal protection issues. Legal issues aside, the proposal
5 creates a morale issue by creating classes of employees each with

[REDACTED]

7 **III. ENHANCED PENSION BENEFITS**

8 The Chairperson does not recommend this proposal.

9 **Discussion**

10 The [REDACTED] expressed that its members be covered by a
[REDACTED]

[REDACTED]

1 must revisit the issue of compensation for any increased
2 instructional time even though the overall workday time would not

4 **V. EVALUATION**

5 The Chairperson recommends no change in the current
6 evaluation form or process, but recommends that this proposal be
7 referred to a joint committee for further study.

10
11 exemp

1 standards listed. The District also has proposed eliminating the
2 "working conditions" provision of the CBA evaluation article.

3 In a District as large and complex as Sacramento City, it
4 would not be uncommon for a number of conditions to exist that
5 might reasonably impede meeting all the standards in the newly

6 proposed form. For example, testimony was introduced at the
[REDACTED]

7 hearing that presently not all staff members obligated to use the
8 standardized math and language arts materials. have those
9 materials.

10 [REDACTED]

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CONCLUSION

The Chairperson commends the parties for their thoughtful presentations and hopes that this report may be of use to them in reaching agreement.

**Thomas L. Hodges,
Panel Chairperson**

August 5 2003

Case No.

O

I served the within:

FACTFINDING REPORT AND RECOMMENDATIONS

I,
under the laws of the State of
true and correct.

constitute good reason to abandon the quest for standards-based evaluation. The District proposal to adopt an evaluation instrument based on California Standards for the Teaching

_____ (b) (5) - District evidence shows has been done by most comparable districts is

[REDACTED]

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**FACT-FINDING PROCEEDING PURSUANT TO CALIFORNIA
GOVERNMENT CODE SECTIONS 3548.2 AND 3548.3**

In the matter of fact-finding

Case No.: PERB SA-IM-2689-E

Annexances

[REDACTED]

[REDACTED]

[REDACTED]

