

Teachers' Association of Camden Salary and Insurance Proposal

March 3rd, 2014

TAC proposes the district shall:

- Request insurance companies to submit bids to establish the best possible premiums **and** coverage in an effort to create better rates, lower deductibles, and more affordable family plans.
 - 94% of staff surveyed indicated insurance to a priority topic. Numerous additional comments indicated Family Insurance plans and Deductibles were unaffordable, leaving teachers with few options, and have placed them in financially difficult situations. Current proposals indicate in increase in rates, not a decrease.
- Give all employees an additional 3% pay increase and advance each employee down the steps to align with their years served and/or over on the pay scale steps for their education level.
 - Teachers who were frozen on the salary scale (2002-2004) shall advance two steps down on the pay scale each year until they reach their actual years of service in Camden.
 - Teachers who transferred into the district from teaching elsewhere and were hired during the frozen salary were also hired under a frozen schedule (2005-2007) shall advance two steps on the salary scale.
- Eliminate the distinction between Personal and Sick Days and continue the reimbursement policy that currently stands.
 - In addition, the policy regarding Sick Day donations shall be extended to include maternity and paternity leave.
- Revise the policy GCBDA, PROFESSIONAL STAFF SHORT-TERM LEAVES AND ABSENCES so teachers are not penalized for unforeseen circumstances during a Teacher Work Day or Collaboration Day; when students are not in session.
 - An appeal process should also be available for a teacher who is docked pay due to an unapproved leave of absence, when that teacher has insufficient time prior to an available board meeting to apply for such approval.
- Fully fund Career Ladder (back to original \$5,000 for Level Three).
 - 84% of staff surveyed indicated Career Ladder as a priority.
- Research and adopt a stipend pay schedule for coaches.
 - Currently, the district spends approximately \$282,030.87 on coaching stipends.
- Complete a five-year plan with a focus on competitive salaries, both for new teachers and veteran teachers.
- Provide a \$250.00 reimbursement per completed credit hour on graduate level courses.
 - 45% of staff anticipates continuing their graduate education.
- Issue paychecks on the workday prior, if a payday falls on a weekend or a holiday.

IT IS A GREAT DAY TO BE A LAKER!!!!



During some of our informative meetings at the beginning of this year, the TAC salary committee learned it is more than appropriate for this committee to advocate for staff concerns outside of the realm of salary. Here are some concerns noted a number of different times on the TAC salary survey:

- The work load of teachers in the district continuously increases and seldom decreases making it stressful and difficult to balance personal life and professional life.
 - “decrease non-teaching duties required of teachers and allow teachers to concentrate on teaching”
 - “the district keeps adding to our plates, but seldom takes things away..”
 - “I have seen wonderful things happening with collaboration in my department but we still are in need of time to complete all that is asked of us by administrators and DESE. “
 - “smaller class sizes and plan time used for actual lesson planning”
 - “I feel work outside the school day has become another expected norm in our environment... I see more work not directly related to students, but rather district or building desires being placed on educators”
 - “reasonable expectations for the amount of work one can fit inside of a day”
 - “more time to complete “desk-work” that is expected of us”
 - “please leave teacher work days as work days, and have more of them....please don’t load us up with meetings and in services. I need time in my classroom.”
- Technology needs to be looked at in several areas;
 - Fewer firewalls and restrictions on R-3 computers allowing more access for educational purposes.
 - More ease of access between our personal devices and R-3 technology and internet alleviating the frustration of us using our own technology to keep district costs down of purchasing technology for us. (This could also be extended to students being able to more freely use their own technology in our schools without hindrance from R-3 firewalls, etc.)
 - Have “working technology on a regular basis”.
 - “better technology allowances (open internet)”
 - “more support from technology and shipping/receiving”
- Revisit the district PO and reimbursement system.
 - Often, teachers are required to pay out of pocket expenses that can really add up at conferences the school requires them to attend. This reimbursement takes up to a month from the school and can cause financial burden to the teacher.
 - The process of POs is time consuming and needs to be streamlined.
 - Many companies and vendors will no longer accept POs as payment.
- Having frequent jeans days we do not have to pay for in all buildings.
- Keep professional development relevant and in-house as much as possible.
- Comfortable temperatures in classrooms in and outside of the school day.

