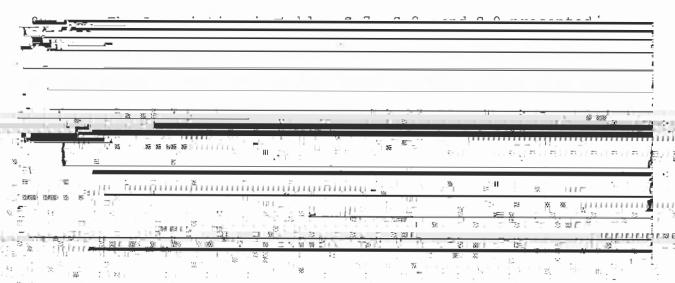
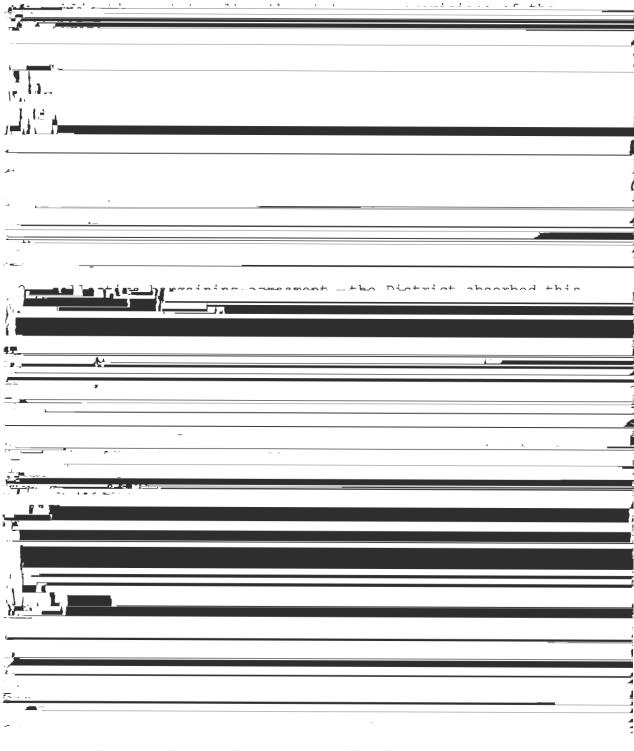
- 1 The District data generally reflects that in the maximum
- 2 salary/benefit category it ranks number 1. (See Table 14) The
- 3 District ranks 5th at the BA+30, step 1 schedule placement. (See
- 4 Table 12) It ranks 12th at the BA+60, step 10 placement, (See
- 5 Table 13) and ranks 6th in average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



- 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.
- 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

5 (FFSCUSD)

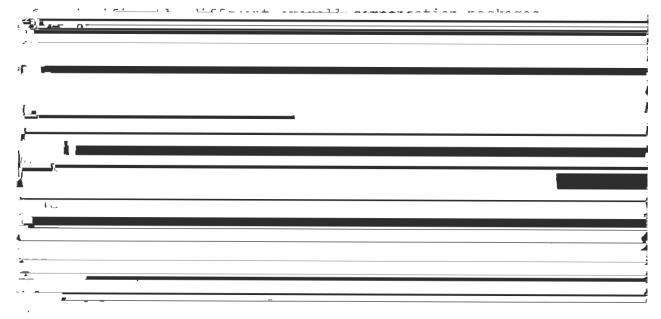


- 4 benefits for its retirees. The District presented credible
- 5 evidence that it presently faces an unfunded liability of

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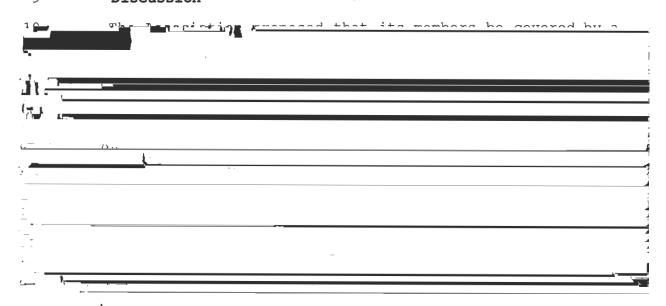
7 (FFSCUSD)

- 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



## 7 III. ENHANCED PENSION BENEFITS

- 8 The Chairperson does not recommend this proposal.
- 9 Discussion



Generally, though, there are 30 minutes of daily non
instructional time that sould be convented to instructional

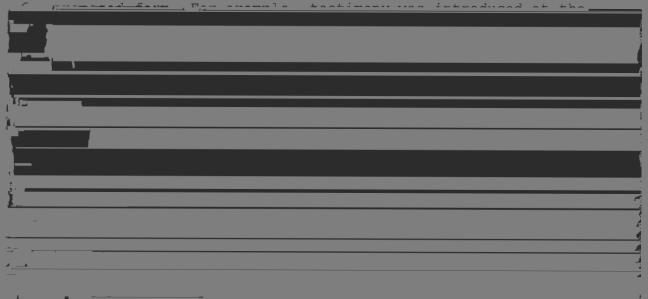
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minutes. However, there are some considerations that must be addressed with respect to such conversion.

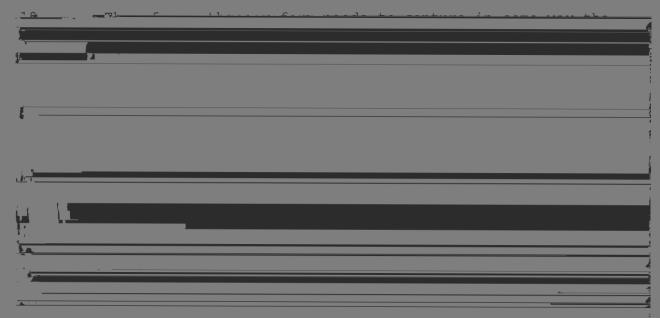
First, the Chairperson supports the premise that increased

1 must revisit the issue of compensation for any increased 2 instructional time even though the overall workday time would not V. EVALUATION The Chairperson recommends no change in the current evaluation form or process, but recommends that this proposal be 1 referred to a joint committee for further study.

- 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



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



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2	The	Chairpe	rson coi	nmends	s the	partie	s fo	r ti	hei	r the	ougl	ntful	
3	presentat	ions an	d hopes	that	this	report	may	be	of	use	to	them	in
4	reaching	agreeme	nt.										
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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

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