









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]

19 [REDACTED]

[REDACTED]





[REDACTED]

3 liability.

4 Furthermore, the District presented data that within its

[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 Generally, though, there are 30 minutes of daily non-  
2 instructional time that could be converted to instructional  
3

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

5 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

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.

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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)(7)(C) as the District evidence shows has been done by most comparable districts in

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**[REDACTED]**

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Telephone: 916/723-2822  
FAX: 916/725-8748**

**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]**









