

**Greater Santa Cruz Federation of Teachers
Formal Level I Grievance**

Grievant: Greater Santa Cruz Federation of Teachers

On behalf of: Fourth, Fifth and Sixth Grade Faculty
Representative: Barry Kirschen, GSCFT President

Address/Phone: 501 Suite 11 Mission St., Santa Cruz, CA 95060 (831) / 425-8939

Date of Grievance: June 9, 2008

Contract Violations: Including but not limited to Article VII.A.

Grievance: The informal level discussion of this grievance occurred during negotiations on June 9, 2008 when the District informed the union negotiating team of the District's intention to eliminate the prep. period referenced in Article VII.A. of the collective bargaining agreement. The District's negotiator explained that the implementation of the change was due to the District's "class size reduction" "from a 29:1 ratio to a 27:1 ratio implemented for the 2007-08 school year. The Superintendent further explained that the District's intention was not to negotiate this change but to implement it with the start of the 2008-09 school year. The Federation considers the elimination of release time to be a violation of the contract. Everyone present during contract negotiations in March of 1999 understood "class size reduction" to mean a reduction in class size to a 20:1 ratio.

Remedy:

- The Federation objects to the District's unilateral decision to change working conditions and demands that the District honor the collective bargaining agreement by providing contractual prep time for intermediate teachers, or
- Reduce class size in grades 4, 5 and 6 to a 20:1 ratio, or
- In the event that this matter is not settled before the start of the 2007-08 school year, intermediate faculty deprived of their contractual right to two (2) prep. periods per week shall be made whole by awarding to them compensation for time spent teaching during prep. periods at their contractual rate based upon their placement on the salary schedule, and
- Compensate intermediate teachers for any and all other associated costs, and
- All other appropriate remedies

Received By:

Name/Title: _____ **Date:** _____