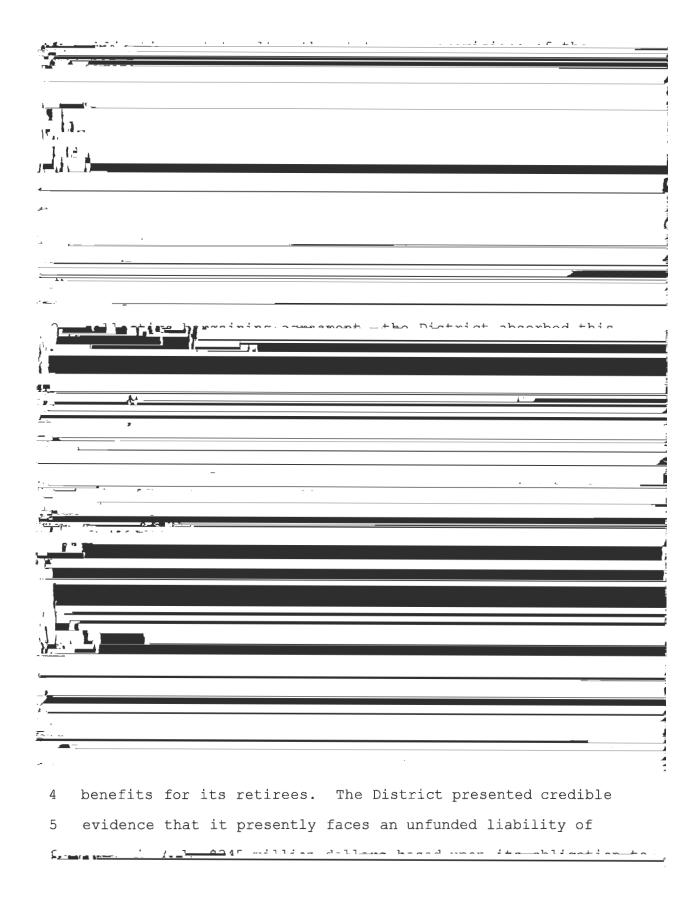
1 The District data generally reflects that in the maximum 2 salary/benefit category it ranks number 1. (See Table 14) The 3 District ranks 5th at the BA+30, step 1 schedule placement. (See 4 Table 12) It ranks 12th at the BA+60, step 10 placement, (See 5 Table 13) and ranks 6th in average salary plus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

35 Па "<sub>1</sub>-13 \* ្នាម <u>កែលក្តីជាពិលើកព្រះពិណ៍លោកព</u>្រៃលោកដល់លេ<sub>ដ</sub>្ uir: H BI LL<sup>B</sup> 9 similarly combined salary/benefit data using its comparison 10 districts. Table S-7, using lowest starting salary plus average benefits as of 2001-02 places the district at rank 14. Table S-8 11 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 15 16 illustrated by the comparison data submitted by each party. The district ranks number 1 in maximum salary according to the 17

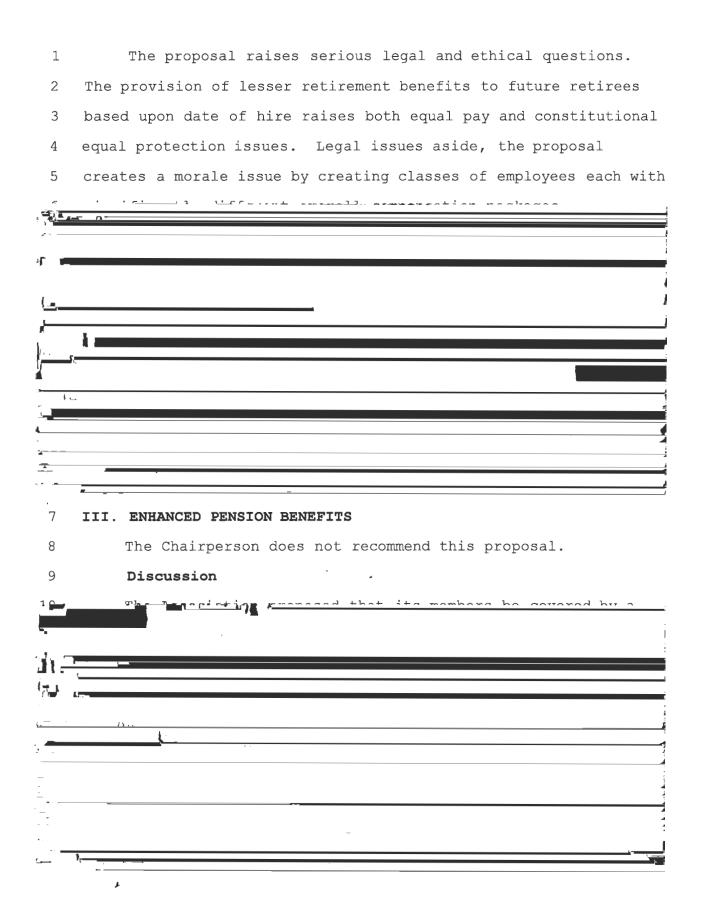
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4 Furthermore, the District presented data that within its and hands and have a line all server have a line of the Final and the state of the . \_\_\_\_ 



| 1           | Generally, though, there are 30 minutes of daily non-  |
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| 4 ac        | ressed with respect to such conversion.  |
| 5           | First, the Chairperson supports the premise that increased   |
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| 4 <b>v</b> . | EVALUATION          |                        |                     |   |   |           |
| 5            | The Chairp          | person recommend       | ds no change        | in the cur                                | rent                                    |           |
| 6 ev         | valuation form      | n or process, bu       | ut recommends       | s that this                               | proposal be                             | 3         |
| 1re          | eferred to a -      | ioint committee        | for further         | studv.                                    |   |           |
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standards listed. The District also has proposed eliminating the
 "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

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| "7            | hearing that presently not all staff members obligated to use the |
| . 8           | standardized math and language arts materials, have those         |
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| 1           | CONCLUSION  |  |  |
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| 2           | The Chairperson commends the parties for their thoughtful         |  |  |
| 3           | presentations and hopes that this report may be of use to them in |  |  |
| 4           | reaching agreement.   |  |  |
| 5           | Thomas L. Hodges,<br>Panel Chairperson                            |  |  |
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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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WATE WEINICKET

California Teachers Association 5959 Greenback Lane, #500 Citrus Heights, CA 95621 Telephone: 916/723-2822 FAX: 916/725-8748

## FACT-FINDING PROCEEDING PURSUANT TO CALIFORNIA

GOVERNMENT CODE SECTIONS 3548.2 AND 3548.3

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