



Pasadena Unified School District
Human Resources
Employee-Employees-Excellence

From: Dr. Steven Miller, Chief Human Resources Officer
To: Dr. Brian McDonald, Superintendent and Board of Education
Date: April 5, 2019
From: UTP Negotiations Update (April 5, 2019)

Pasadena Unified bargaining teams met with the bargaining team from the United Teachers of Pasadena for a productive day of negotiations that resulted in progress and team-building.

District and UTP teams agreed on three Memorandums of Understanding, detailed below.

The District presented its initial proposal which included salary increases and improved health and welfare benefits for UTP members.

The UTP bargaining team will present its counterproposal at the next bargaining session scheduled for April 12, 2019.

Proposal language will follow.

I. Rumor and News:

- In response to UTP questions regarding sharing Measure J funds with Charter Schools, the team provided an update on the status of Measure J funds. The priority areas for use of Measure J funds were discussed; upon approval of the MOU, the city changed the language in Priority Number 3 to give the district the option of including Charter Schools.
- We discussed the 2.8 million of funds for Signature Programs. The team also shared that based on the multi- year projections in the Second Interim Report, which contained the 2021-2022 fiscal year; the district will require an additional 4 million in revenue to meet the reserve requirement (3%).
- The team shared information about a recent grant from the CTC for 10 special education teachers completing their student teaching in 2020-2021 school year in a residency

program. PUSD is working in collaboration with Cal State LA. In addition, we are pursuing a similar grant for 10-20 additional teacher residencies.

II. MOUs:

1. Agreed upon payment for 120% Teaching Assignments- memorializing our practice of paying 20% of salary with longevity stipends for those teaching an extra period assignment (secondary schools).
2. Agreed MOU for Back to School Nights- Sierra Madre Elementary school missed the deadline pursuant to the CBA, thus the MOU extended the timeline for SME.
3. Agreed MOU for over-banked instructional minutes for K-12 during 2019-2020 school year. Elementary and middle schools will have (4) days shortened by 85 instructional minutes. For high schools, each of the (4) days shall be shortened by 60 minutes.

III. Proposals

The district provided a combination of proposals for Article XIV (Salary), XV (Health and Welfare Benefits) and Article X (class size). UTP requested that the articles be separated to identify which were counter proposals and which were new proposals. We accommodated the request and separated the articles.

Article XIV Salary:

- *PUSD Counter Proposal #1:* The team shared our fiscal constraints, however, with the desire to incrementally increase total compensation for our employees. It was acknowledged and recognized by UTP that to provide a salary comparable to other districts, raise increases will need to be in small increments, more consistently over time. This was our initial proposal.
- *UTP Counter Proposal #2:* UTP will have a counter proposal next Friday, April 12, 2019. UTP requested the cost of 1% and district will provide. UTP discussed S & C funds for teacher salaries. Team explained that in LA County this is not a practice they accept. The UTP proposal will be comprehensive with salary and health and welfare.

Article XV Health and Welfare:

- *PUSD Counter Proposal #4:* We offered orthodontia for UTP to receive benefits comparable to APSA.

Article X Class Size:

- *PUSD Proposal #1:* PUSD proposed language that confirmed the districts intent of staffing TK-3 at 24-1 per school site with a variance of 26-1 per school site for extenuating circumstances. It was further explained that if a school went over ratio by 24.1, funding for class size reduction could be jeopardized.

Article XIV: Salary and Salary Schedule Rules and Regulations

- *UTP Proposal #1:* UTP proposed a restructuring of the Children's Center and Permit Teacher salary schedule. The amounts came from a desire to make the Child Development teachers' salary more in line with a minimum teacher's salary.

- *PUSD Counter Proposal #2*: Upon evaluation of this proposal, it was determined the impact would result in a 30% increase to employee costs. The increase would cause the program to encroach on the general fund. However, we understand a need for restructuring the salary schedule and will continue to work with program administrators to address this issue.

Article XVI: Child Development Programs

- *UTP Proposal #1*: Reviewed- change include variations in work year calendars to ensure the work year consists of 246 days or the state minimum. PUSD and UTP agreed upon the new language. This was signed as a Tentative Agreement during today's meeting.

Article IX: Leaves

PUSD Proposal #1: UTP requested having all of the original articles in the proposal. PUSD will revise and add all articles with new leaves laws and present April 12, 2019 with new and old language. The Leaves proposal updates new legislation.

PUSD Counter Proposal #4

Time _____

APRIL 5, 2019

**PASADENA UNIFIED SCHOOL DISTRICT
DISTRICT PROPOSAL
UTP NEGOTIATIONS**

Article XV

Health and Welfare Benefits

15.1.1.2

Effective July 1, 2019, the District shall provide Orthodontia to the Delta Dental DPO insurance coverage.

All other provisions of this Article shall remain in effect except for the above proposed addition above.

PUSD Counter Proposal #1

Time _____

APRIL 5, 2019

**PASADENA UNIFIED SCHOOL DISTRICT
DISTRICT PROPOSAL
UTP NEGOTIATIONS**

In lieu of all other pending issues submitted by UTP and the District, for 2017-2018 / 2018-2019 negotiations the District proposes the following salary / health benefit increases for unit members to cover the 2017-2018/ 2018-2019/2019-2020 school years.

Article XIV

Salary and Salary Schedule Rules and Regulations

14.2.5.1

For school year 2017-2018 the District shall provide a 0% salary increase

For school year 2018-2019 the District shall provide a 1% off schedule payment for the 2018-2019 school year, tied to base salary to be paid in September 2019 for unit members employed as of May 31, 2019.

For school year 2019-2020, the District shall increase the certificated salary schedules and associate part time schedules by 2% effective July 1, 2019.

14.12 Counselor Salary

Effective July 1, 2019, counselors shall receive ~~1.06~~**1.075** times their placement on the Basic Monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Counselor Salary Ratio shall be awarded to the nearest dollar.

14.13 Librarians Salary

Effective July 1, 2019, Secondary School Librarians shall receive ~~1.06~~**1.075** times their placement on the monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Librarian Salary Ratio shall be awarded to the nearest dollar.

All other provision in Article XIV shall remain in effect except for the above provisions.