

Board Update  
UTP Negotiations

May 15, 2019

**Rumor and News:**

Reduction in Force: Final letters have been sent to those impacted.  
LCAP Presentation: The LCAP is being finalized and a consultation will be arranged with the bargaining groups.  
Unduplicated Student Count: Discussion on the decline in the unduplicated student count and the impacts this will have on the District budget if this count falls below 55%.

**Salary Discussion:**

**Salary:**

District and UTP have agreement on the following salary:

2017-2018	0%
2018-2019	2% off schedule
2019-2020	3% on schedule

District and UTP have agreement in these other areas with regards to salary:

- Children Center and Permit Teachers with a bachelor degree or higher employed as of May 31, 2019: off schedule \$1000 stipend
- To begin negotiations on or before October 1<sup>st</sup> beginning in 2021-2022 pursuant to Government Code 3547.
- Effective July 1, 2019; increase counselor and librarian stipend from 1.06% to 1.075%
- Status quo on Health and Welfare for 2019-2020

**Salary Discussion and Movement:**

UTP withdrew their request for a Special Education Stipend and replaced it with a Special Education one-time bonus of \$2500.00. District is unable to fund this request.

District moved to add a one-time \$1000 bonus for Children Center Permit Teachers (CCPT) who have a bachelor degree. UTP later came back with a new salary proposal for CCPT. The District proposed we work to review the CCPT program and seek ways to increase enrollment, expand the program, and seek efficiency in order to maximize dollars and possibly increase revenue that may be used for salary. District is unable to fund the proposed CCPT new salary schedule.

### **Salary Non-Agreement:**

UTP and District have no agreement on the following salary proposal:

2020-2021    3% on schedule  
2021-2022    3% on schedule

The District reiterated that the budget would not sustain a 3% increase in each of these two out years. The District reiterated that our current proposal already requires a \$6.6 million dollar cut in 2020-2021 and that any additional increases to cost without additional revenues would require millions more cuts above the anticipated \$6.6 million already anticipated and would be devastating to district programs.

The District shared we are prepared to begin negotiating these out years in 2019-2020 negotiations session. The District offered to calendar dates in October, 2019 to demonstrate our commitment to begin negotiations early for 2019-2020 for salary increases in 2020-2021. UTP declined to calendar dates.

### **Longevity in Salary**

The District passed out the April 24, 2019 LACOE Bulletin regarding longevity and our inability to place longevity in the salary schedule. The District and UTP agree that longevity language may be noted in the contract as per a prior grievance resolution, but we are unsure how to accomplish this given the most recent LACOE Bulletin. It was suggested to have a joint conference call with LACOE to talk about the longevity question and how to ensure we are memorializing our agreements.

*Caucus began at 5:53pm. We purchased dinner for all members on both negotiating teams as a working dinner based on our agreement at the May 3<sup>rd</sup> meeting to make the best use of our time. UTP ended Caucus at 8:30pm.*

After the caucus and upon reviewing that UTP had not made movement on their proposal for the two out years including 2020-2021 and 2021-2022, both sides agreed we are far apart on our salary language. The District asked UTP if they felt we were at impasse. Both sides agreed that we were at impasse. A joint filing process for Impasse may follow with Board approval.

**See attachments as reference to above update.**