

## Negotiations Update

April 26, 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.**

### **I. Rumor and News**

- Grievance resolution-still not paid. People are hesitant to sign up for summer PD because of lack of payment on time. Budget and Human Resources will work together with CIPD to ensure there is a process for paying for summer PD. This information will be provided to all teachers so everyone understands the process.
- SPED Instructional Aides: Issues with outside vendor contracts for students- 1-1 services. Concern that the employees are not fully trained. The issue will be referred to Special Education Department for review.
- Question regarding Parcel Tax support by Board.
- Parcel tax is something we should collaborate about to increase salaries.
- Teacher shortage in California was brought up. However, on 5/24/19 at the Cal State LA job Fair, we recruited many candidates interested in working for PUSD.
- We invited UTP to the Governor's May revise.
- Dr. Miller addressed Credentialing issue with employees with provisional credentials. Needing waivers for temporary certification. We discussed the impact of the teacher shortage.

### **II. Proposals**

#### **Article XIII: Organizational Security**

- The district was attempting to ensure that employees know their rights with regards to Janus and their option of not being part of the Union. However, UTP elected to strike all language around Organizational Security. District conceded to striking the language.
- UTP/District signed a **Tentative Agreement** on Organizational Security

#### **Article IX : Leaves**

- UTP presented Counter Proposal #2 on Leaves and PUSD presented Proposal #3. Additions were bereavement Leave for aunt/uncle and changes to language on jury duty service. PUSD supported unit members who postpone jury duty to the Winter or Summer Break will be paid the substitute pay with appropriate documentation of service. In addition, PUSD agreed to providing (1) day of Leave for bereavement of an aunt or uncle, recognizing the significance of this family member. A **Tentative Agreement** was signed for Leaves.

### **Article X: Class Size**

- UTP proposed ratios to nurses and psychologists which is new language. The teams discussed the additional staffing and the significant financial impact. Further, it was discussed how these additions will negatively impact salary increases with available dollars. UTP was requested by the District during our first negotiations meeting and on March 7, 2019 to provide us with all Articles that have a financial impact. This Article requires significant financial impact. This language of the article was not presented on March 7, 2019. The District is making all attempts to provide unit members with a salary increase with limited resources. UTP also proposed class size ratios for Special Education classrooms.

### **BUDGET Presentation by PUSD:**

- The District stated that it has been our practice to provide parity in salary negotiations.
- The cost of 1% for all employees is \$1,531,985
- In addition, the District has already agreed to stipends and H&W increases resulting in \$254,601 in on-going cost for UTP members in this year's negotiations
- Prior to modeling the total cost of each sides' proposals and its corresponding FSP it was made clear that other factors were not included, which will negatively impact the fund balance and would increase the FSP amounts shown in each model. These factors are:
  - Higher than anticipated enrollment decline
  - Loss of indirect cost revenue due to rate decline from 8% to 5
  - Increased Special Ed costs
  - Loss of grant funds
- CBO discussed measures being taken to review costs in SPED. Some of the reasons for litigation, how we will be reviewing transportation routes in an attempt to streamline routes to make them more cost effective

### **The following scenarios were modeled by CBO:**

- See attached

UTP appreciated hearing the conversation and a collaborative inquiry. District agrees with the collaboration and the need to look at the deficit and issues in Special Education. UTP made a statement regarding "Right sizing" the district. UTP discussed that there is no model for how to downsize in a district. UTP spent time discussing downsizing by the Board on a regular basis and that we should downsize more dramatically in order to more properly allocate funds.

District shared we are not just seeing a summer loss in student enrollment, but a loss of student enrollment throughout the year. Most concerning is that the loss seems to be with

our students who are part of the unduplicated count. Our percentage is currently around 62%. If we get below 55% we will be in jeopardy of losing concentration funds.

In an effort to open conversation on the impacts of a retroactive raise on the multi-year projections, our CBO shared scenarios to demonstrate the constraints:

Going retro in 18-19 creates deficits in the budget year rather than the third year.

The Measure J MOU is a 3-year agreement- however, we have to go back to the City every year for the funds to be re-appropriated by the City Council. The single most important stipulation by the City to receive these funds is that we must remain solvent. If we agreed to UTPs proposed salary increase we will have a negative balance in 2019-20 and thereafter. The result would be to lose funds based on the MOU with the city council due to a LACOE take over.

**Article XV: Health and Welfare**

PUSD presented Counter Proposal #5. District agreed to all provisions of Delta Dental DPO Insurance coverage. We are in agreement and this will be a Tentative Agreement.

**Article XIV: Salary**

PUSD presented Counter Proposal #2- 0% for 2017-2018, 2% off schedule one-time salary payment for 2018-2019 and 2% on schedule salary increase for 2019-2020.

	<b>1%</b>		
UTP*	958,284	UPT Full Dental	173,421
CSEA	216001	Counselors	26,772
Teamsters	133,747	Librarians	54408
APSA	223,953	<b>Total</b>	<b>254,601</b>
<b>Total</b>	<b>1,531,985</b>		

\*Includes increase to District contribution for Special Ed.

**Previous Proposal-District**

<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>Total Cost thru 2021-22</b>
0%	1% Off Schedule	2% On-going	\$11.5 million

**Other -Ongoing Increases**

All Dental Options, Increase in stipend for counselors & Librarians \$254,601

**Fund balance goes negative in 2021-22 by \$5,390,936**

**Requires a FSP of \$2.7 million beginning in 2020-21**

**Current Proposal-District**

<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>Total Cost thru 202</b>	<b>Total Cost</b>
0%	2% Off Schedule	2% On-going	\$13 million	\$13.0 mil

**Other -Ongoing Increases**

All Dental Options, Increase in stipend for counselors & Librarians \$254,601

**Fund balance goes negative in 2021-22 by \$6.9 million**

**Requires a FSP of \$3.5 million beginning in 2020-21**

**Hypothetical Scenario**

<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>Total Cost thru 2021-22</b>
0%	3.71% On Schedule			\$40.6. million

**Other -Ongoing Increases**

All Dental Options, Increase in stipend for counselors & Librarians \$254,601

**Fund balance goes negative in 2019-20 by \$1.2 mil, 2020-21 by \$6.7, 2021-22 by \$20.3**

**Need to reduce budget for 2019-20 by \$1.2 million, FSP for 2020-21 of \$16.9 million**

**UTP Current Proposal**

<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>Total Cost thru 2021-22</b>
1% Off Schedule	3% On Schedule	3% On-going	3% On Schedule	\$44 million

**Other -Ongoing Increases**

All Dental Options, Increase in stipend for counselors & Librarians \$254,601

**Fund balance goes negative in 2019-20 by \$5.7 mil, 2020-21 \$19.3 mil, 2021-22 \$49.6 mil**

**Need to reduce budget for 2019-20 by \$5.7 mil, FSP for 2020-21 of \$44.1 million**