



# Pasadena Unified School District

## Human Resources

### *Employee-Employees-Excellence*

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From: Dr. Steven R Miller, Chief Human Resources Officer  
To: Dr. Brian McDonald, Superintendent and Board of Education  
Date: December 4, 2018  
Re: UTP Negotiations Update (November 30, 2018)

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On November 30, 2018, the bargaining teams of PUSD and UTP met to discuss the 7-Period Day at Eliot Arts Magnet, Sierra Madre Middle School, and Blair Middle and High School.

UTP presented their **Proposal #4** for the 7- Period Day. The single change was a decrease from 20% to 17% of their annual salary. UTP's previous proposal was a 20% increase in pay. Rationale was 17% is 1/6 as opposed to 1/5. The District shared that the reference to a 1/6 assignment was for teachers who were assigned a position during their normal conference period. In the 7-Period day proposal presented by the District, teachers retain their daily conference period and maintained their current work hours.

The District was told by UTP that we should prioritize what could be afforded in the budget. The District countered that the 7-Period day was brought forward based on student need and the budgetary considerations presented by the District are an indication of prioritizing funds.

The District countered with **Proposal #4** with the following budgetary implications:

- We retained the \$500.00 stipend per semester.
- We retained the two days of professional development.
- We retained the concession of two A Mondays dedicated to professional development for instructional planning time.

The District also made movement in the following areas:

- The District has committed to providing curriculum and instructional resources for teachers who teach an elective course.
- The District agreed to the Bell Schedule that UTP proposed.
- The District made concessions that Single Subject Credential teachers shall be assigned no more than 3 course titles. Multiple Subject Credential teachers shall be assigned no more than 4 course titles. UTP had proposed Single Subject Teachers have no more than 2 course titles and Multiple Subject Teachers have no more than 3 course titles. This concession takes into account teachers that may be teaching the same core content but different grade levels or an honors course.

- The District made the concession that during the 2019-2020 school year, Unit Members who do not agree to teach the seven-period day at Eliot Arts Magnet, Sierra Madre Middle, and Blair Middle and High shall be afforded first priority for being placed in openings/vacancies prior to placing voluntary transfers, new hires, and/or returning temporary and leave of absence unit members into openings/vacancies. Openings/vacancies shall be filled in order of seniority.

UTP presented their **Proposal #5** for the 7-Period Day with two options. The proposal stated that the District could agree to Option #1 or Option #2. Option #1 was to agree with **Proposal #4** and its contents. Option #2 provides a Settlement Agreement between UTP and PUSD to place a moratorium on the implementation of the 7-Period day schedule during 2019-2020. If PUSD agrees with Option #2 agreement, UTP and PUSD would jointly request PERB to suspend UTP's outstanding fair practice charge to allow for PUSD's Governing Board to approve to the Agreement.

The District expressed their continued desire to implement the 7-Period day in the 2019-2020 school year and a willingness to continue with negotiations if UTP wanted to continue to engage in such negotiations. The meeting was then adjourned.