



*Pasadena Unified School District
Human Resources*

FROM: Human Resources

DATE: May 12, 2017

RE: Pasadena Unified School District and United Teachers of Pasadena Negotiations Update

On May 12, 2017, the bargaining teams of the Pasadena Unified School District (PUSD) and United Teachers of Pasadena (UTP) met for full day of negotiations. The agenda for the day is Attachment A.

The parties met at 9:05 and discussed agenda item 1, “Rumor and News,” from 9:09 until 10:14. Most of this time was spent dealing with UTP comments and questions. UTP’s issues included:

- Involuntary Transfers

- UTP had concerns that some involuntary transfers with less seniority were being placed prior to those with greater years of service.
 - The District’s position is that placement of involuntary transfers is an on-going process and as Human Resources is informed of vacancies they are processed so that displaced teachers are provided their new assignments in accordance with the terms of the collective bargaining agreement.

- JROTC Supplemental Pay

- UTP is concerned that the JROTC instructor is working additional hours beyond what the supplemental pay PR allowed for.
- It was agreed at our bargaining session on April 7, 2017 that the JROTC instructor would move from a stipend each semester to supplemental hourly compensation.
 - The District’s current and ongoing practice is that certificated and classified staff who provide services beyond the school day are provided a set number of hours at the supplemental hourly rate for “work not otherwise identified”. All PR’s are written with a “Not to Exceed” (NTE) X hours and X dollars.
 - For the spring 2017 semester only, the JROTC instructor will be compensated for his performance of supplemental duties at the *Our Children-Learning Today-Leading Tomorrow*

supplemental hourly rate of \$29.36 for “work not otherwise identified.”

The total number of supplemental hours to be worked or paid for by the District, as set forth in the appropriate time-sheets, shall not exceed 50.

- For the 2017-2018 the JROTC instructor will be compensated for his performance of supplemental duties at the supplemental hourly rate of \$29.36 for “work not otherwise identified.” The calendar of services and events will be set by site administrator for the school year. Any hours beyond this initial determination will be paid by the site and/or department requesting the JROTC instructor’s services.

- **Summer Training**

- UTP raised a concern that teachers were sent a memo/email in regards to the summer Writing Workshop Units of Study training that stated teachers were “required” to attend.
 - The teachers who received this communicate are teachers who had submitted an application. The memo/email in question was informational and stated that those attending are required to attend all five days; attendees cannot go for only 1, 2 days.

After a caucus the parties proceeded to deal with the other items on the day’s agenda;

With respect to Printing of the Collective Bargaining Agreement:

- The salary schedules continue to be at the center of the discussion.
- The District is ready move forward with printing the CBA and to include the two salary schedules agreed upon in May 2016; the 6% and squaring.
- UTP maintains that it did not agree to the squaring. The District pointed out that that is not accurate, the CBA was ratified by the Board of Education and the PUSD UTP unit members as follows.
 - *14.2.5.2 - Effective July 1, 2016, the District shall “square” certain portions of the certificated salary schedule. The “squaring” will be based on the 2015-2016 certificated salary schedule as amended by the Tentative Agreement, dated May 4, 2016*
- UTP asked to include all the salary schedules and to include a brief explanation on the salary schedule pages.

UTP presented a proposal for 2017-2018 increases (see Attachment B) as follows:

- UTP provided a detailed proposal for salary increases for the next two years to include:
 - 3% for each of the 2017-2018 and 2018-2019 school years
 - Additional 3rd service increment of 3% at the end of the 10th year of service for all unit members
 - Increase the salary ratio for Counselors and Librarians from 1.06% to 1.075%
 - All Psychologists to receive reimbursement of fees for annual state licensing fee
 - All Psychologists to receive a stipend of \$6,000 paid out over the first three years of satisfactory service

- All Psychologists to be paid a Stipend of 5% of salary for every five (5) years of satisfactory service
- A Stipend of \$2,500 for all fully credentialed Special Education teachers
- Recalibrate the salary schedule for Children Center and Permit Teachers salary monthly
- Change pay day from the 1st day of the month to the last day of the month for all certificated unit members.

With respect to Seven-Period Days:

- UTP resubmitted its original the Seven-Period Day proposal (originally submitted to the District on March 29, 2017). See Attachment C.
- This proposal did not identify any impacts or effects
- The District again reviewed UTP's proposal. UTP's seven-period day proposal does not identify impacts or effects not otherwise covered in the CBA. Additionally there were no problems identified by UTP that the District could respond to regarding the seven period day; the District accordingly rejected UTP's proposal which was essentially a wish list. See Attachment D.

The Next Bargaining Date and Agenda Topics

- May 19, 2017 Agenda
 - Rumor and News
 - PUSD-Counter Salary Proposal
 - PUSD-Printing of the Contract
 - UTP Counter Seven-Period Day Proposal