



Pasadena Unified School District
Human Resources
Education-Employees-Excellence

TO: Brian McDonald, Ed.D., Superintendent
Board of Education

FROM: Steven Miller, Ed.D., Chief Human Resources Officer

DATE: February 24, 2020

RE: UTP Negotiations Update (February 20, 2020)

District bargaining team arrived at 8:30am for session and requested until 9:00am to meet and caucus.

I. Rumor and News (9:52-11:55)

- President Steppes requested information on psychologist salary increases. UTP requested the item be pulled from the previous Board meeting. UTP has requested a date the psychologist will be paid.
- There are 18 people who were not paid as part of the settlement of squared salaries. Continuing review required.
- Per one UTP member, Blue Shield HMO is no longer partnering with Health Care Partners. UTP wants to know why this happened and why in the middle of the year (March 31, 2020 effective date). District will reach out to Alliant for information about this change/investigate accuracy of information.
- UTP and District continue to discuss the application of longevity as it relates to base salary.
- Lead Teacher Site Supervisor at Child Development Centers for closed schools was discussed. UTP has a concern about the Children Center remaining in operation at Jefferson Elementary without an administrator.

II. Printing of the CBA for 2018-2021 (11:55-11:56)

- District will send to UTP to review; once reviewed and signed off the CBA can be printed.

III. Change of Back-to-School Night and Open House Dates- Official Calendar 2020-2021 (11:56-11:57)

- 50% +1 of Site can vote by January 31st to change date of these events. Calendar is then updated to reflect changes. Altadena, WES, PHS requested changes.
 - Calendar signed.

IV. MOU re: Over-Banked Minutes- Official Calendar 2020-2021 (11:57-12:10)

- 2020-2021: We do not need 4 days, only 2 days at elementary and high school
- Veteran's Day, Lincoln on Friday (not Monday), Cesar Chavez Day
- MOU signed by both parties

V. Delta Dental EOC and Agreement (MOU) (2:57)

- UTP noted that there was no information on Cobra- Optional Continuation of Coverage (pg. 17-23) missing- District will request missing documents.

VI. LCAP Consultation Meeting (2:57)

- District will be providing 3 dates by Friday, 2/21/2020

VII. Article XIV, Salary and Salary Schedule Rules and Regulations- PUSD Counter Proposal #1 (3:00-

- UTP Representative talked about LCFF funding, Special Ed Costs, litigation costs-settlements, Right-sizing to rein in costs.
- PUSD shared Total Compensation of 1% and up to 5% on Health and Welfare.
- UTP stated that Total Compensation is not just in salary and there is no allowance for total compensation

VIII. Article XV, Health and Welfare Benefits- UTP Proposal #1 (3:59pm)

- UTP Proposal only changed dates, all benefit costs stayed the same.
- PUSD shared that the benefits increase should be between 3-5 % based on preliminary information.

IX. Schedule Future Bargaining Sessions and Agenda Building

- March 4, 9:00-4:00 at PUSD
 - Printing of Contract
 - Delta Dental
 - Counter #1 PUSD Health and Welfare
 - UTP Proposal #2 UTP Salary