



*Pasadena Unified School District
Human Resources
Education-Employees-Excellence*

FROM: Dr. Meg A. Abrahamson,  Interim Chief Human Resource Officer

TO: Dr. Brian McDonald, Superintendent and Board of Education

DATE: November 9, 2017

RE: UTP November 3, 2017 Negotiations Update

On November 3, 2017, the bargaining teams of the Pasadena Unified School District (PUSD) and United Teachers of Pasadena (UTP) met for a half day of negotiations. The agenda for the day is included as Attachment A.

1. Salary Proposal #2 - UTP – Attachment B

- a. UTP presented their salary proposal #2, which was in response to the District's counter salary proposal presented on October 17, 2017, where the District had provided a counter, which juxtaposed to our current budget crisis; the District indicated a "status quo on all salary schedules". UTP'S proposal #2 included:
 - i. 3% increase to all salary schedules retroactive to July 1, 2017
 - ii. 3% increase to all salary schedules effective July 1, 2018
 - iii. New salary schedule for Children's Center Permit Teachers, retro to July 1, 2017
 - iv. Increase to counselors and librarians ratios above salary placement
 - v. Placement of school and clinical psychologists on new salary schedules, retro to July 1, 2017
 - vi. New ratio for all psychologists above salary of 1.15 times their placement on the new salary schedules, retro to July 1, 2017

2. Seven-Period Day – District Counter Proposal – Attachment C

- a. The District had received from UTP a notice to Demand to Bargain the Seven-Period Day implementation at the secondary schools for the 2018-2019 school year. This would include the two (2) schools, Eliot Arts and Sierra Madre Middle School, which had been the subject of bargaining during the 2016-2017 school year. As such, the District provided one (1) counter-proposal which is inclusive of all secondary schools.

- b. The District's counter-proposal identified language that had been included in a proposal previously submitted by UTP during 2016-2017 for Eliot Arts and Sierra Madre Middle School that the District agreed not verbatim but conceptually.
 - c. The District responded with a counter-proposal that did not add sections to the Hours Article but rather added language to the existing sections. The District's counter-proposal includes language in regards to;
 - i. The need for teachers to have planning and/or professional development when teaching a new elective
 - ii. That no teacher be assigned more than one (1) elective without consultation between teacher and administration
 - iii. Teachers assigned a new elective will not be evaluated for the new elective course
 - iv. Language that changes contract waiver language from a 90% threshold in agreement for change in master schedule to 60% agreement by voting UTP members
 - d. UTP was not in agreement with the District's counter-proposal; stating it was disrespectful and insulting in that it did not address the increased overall workload.
3. Sunshining Articles for New Contract - 2018-2021
- a. The District shared its intention of sunshining articles for the new contract at the beginning of the new year, January 2018.
 - b. UTP asked if the District was, "willing to concede contract language" which the District takes to mean, agree with UTP's current salary proposal. Additionally, UTP stated, "they are not looking to do battle over contract language when the District is not open to discussing salary compensation".

Bargaining Agenda
November 3, 2017
11:00 a.m. - 5:00 p.m.
At
CTA Monrovia RRC

1. Rumor and News
2. Salary Proposal #2 - UTP
3. 7-period Day Counter-Proposal #1 - PUSD
4. Discussion regarding Sunshining for 2018-2019
5. Set agenda for the December 8, 2017 Bargaining Session

UTP Proposal #2
November 3, 2017
Time:

Article XIV (Salary and Salary Schedule Rules and Regulations)

Please note: All other provisions of Article XIV shall remain the same, except for the following sections.

14.2.5.1 **Effective July 1, 2017**, the District shall provide a **3.0%** increase on all salary schedules contained in Appendix A. **Effective July 1, 2018**, the District shall provide a **3.0%** increase on all salary schedules contained in Appendix A.

14.0 Children's Centers & Permit Teachers Monthly Salary Schedule

Effective July 1, 2017, the Salary Schedules for Children's Centers and Permit Teachers Monthly Salary Schedule for 10- Month Service over 11 Payments and Monthly Salary Schedule for 12-Month Service shall be restructured as reflected in the attached salary schedules.

14.12 Counselors Salary

Counselors shall receive ~~1.06~~ **1.075** times their placement on the Basic Monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Counselor Salary Ratio shall be awarded to the nearest dollar.

14.13 Librarians Salary

Secondary School Librarians shall receive ~~1.06~~ **1.075** times their placement on the monthly Salary Schedule in Appendix A. Effective November 3, 2014, the Librarian Salary Ratio shall be awarded to the nearest dollar.

14.14 Psychologists Salary

14.14.1 Effective July 1, 2017, school psychologists shall be placed appropriately on the 10.5-Month Salary Schedule.

14.14.2 Effective July 1, 2017, clinical psychologists shall be placed appropriately on the 11-Month Salary Schedule.

14.14.3 Effective July 1, 2017, all classifications of psychologists shall receive 1.15 times their placement on the Certificated Salary Schedule in Appendix A. The Psychologist Salary Ratio shall be awarded to the nearest dollar.

CHILDREN'S CENTERS PERMIT TEACHERS
MONTHLY SALARY SCHEDULE for 10-MONTH SERVICE OVER 11 PAYMENTS

STEP	CLASS I 39 or less Units	CLASS II 40-59 Units	CLASS III 60-89 Units	CLASS IV 90-119 Units	CLASS IV 120 Units or BA					
1	2,309	3,185	2,400	3,311	2,491	3,437	2,582	3,562	2,673	3,688
2	2,371	3,271	2,460	3,394	2,549	3,517	2,647	3,652	2,746	3,788
3	2,434	3,358	2,520	3,477	2,606	3,595	2,712	3,741	2,819	3,889
4	2,497	3,445	2,580	3,559	2,664	3,675	2,777	3,831	2,892	3,990
5	2,559	3,530	2,639	3,641	2,722	3,755	2,842	3,921	2,965	4,091
6	2,622	3,617	2,699	3,724	2,779	3,834	2,907	4,010	3,038	4,191
7	2,685	3,704	2,759	3,806	2,837	3,914	2,973	4,102	3,111	4,292
8	2,747	3,790	2,819	3,889	2,894	3,993	3,038	4,191	3,183	4,391
9	2,810	3,877	2,879	3,972	2,952	4,073	3,103	4,281	3,256	4,492

SUBSTITUTE TEACHERS' HOURLY RATES

CLASS I	CLASS II	CLASS III	CLASS IV	CLASS IV					
14.66	20.22	15.01	20.71	15.38	21.22	16.14	22.27	16.98	23.43

172.03

CHILDREN'S CENTERS PERMIT TEACHERS
MONTHLY SALARY SCHEDULE for 12-MONTH SERVICE

STEP	CLASS I 39 or less Units	CLASS II 40-59 Units	CLASS III 60-89 Units	CLASS IV 90-119 Units	CLASS IV 120 Units or BA					
1	2,541	3,506	2,641	3,644	2,741	3,781	2,841	3,919	2,942	4,059
2	2,610	3,601	2,707	3,735	2,804	3,868	2,913	4,019	3,022	4,169
3	2,678	3,695	2,773	3,826	2,868	3,957	2,984	4,117	3,102	4,280
4	2,747	3,790	2,838	3,915	2,931	4,044	3,056	4,216	3,182	4,390
5	2,816	3,885	2,904	4,006	2,994	4,131	3,127	4,314	3,262	4,500
6	2,885	3,980	2,970	4,097	3,057	4,217	3,199	4,413	3,342	4,611
7	2,953	4,074	3,036	4,188	3,120	4,304	3,270	4,511	3,422	4,721
8	3,022	4,169	3,101	4,278	3,184	4,393	3,342	4,611	3,502	4,831
9	3,091	4,264	3,167	4,369	3,247	4,480	3,413	4,709	3,582	4,942

SUBSTITUTE TEACHERS' HOURLY RATES

CLASS I	CLASS II	CLASS III	CLASS IV	CLASS IV					
14.66	20.22	15.01	20.71	15.38	21.22	16.14	22.27	16.98	23.43

**PASADENA UNIFIED SCHOOL DISTRICT
COUNTER PROPOSAL**

COUNTER PROPOSAL ON 7-PERIOD INSTRUCTIONAL DAY

With respect to UTP's proposal on implementation of the 7-period instructional day, the District offers the following counterproposals:

ARTICLE VI: HOURS

UTP Proposal:

6.0 *Seven Period Day at Eliot Arts Magnet Academy and Sierra Madre Middle School*

6.0.5 *The District shall provide professional development for teachers assigned to teach an elective course.*

District Counterproposal:

6.8.2 The teacher work year shall remain at 186 days, including six (6) days of non-student, non ADA status. The Child Development 10-month teacher work year shall be 186 days, including three (3) days of non-student, non ADA status. The counselor and librarian work year shall remain 203 days. Note: see the parties' MOU of May 14, 2010, regarding the 2010-2011 and 2011-2012 school years.

Classroom Teachers who are assigned to teach a new elective course for the coming school year shall be entitled to up to two days of professional development and/or planning days at the supplemental rate, related to the elective course, prior to the start of the school year. Requests for compensation for the professional development and/or planning days will be submitted through the school site administrator.

ARTICLE VII: TRANSFERS AND REASSIGNMENTS

UTP Proposal:

7.0 *Teaching Assignments*

7.0.3 *Classroom teachers shall be assigned no more than one (1) elective course title.*

District Counterproposal:

7.1 Definitions

7.1.2 An assignment is the placement of a unit member in a subject area or grade level, and is effective at the start of employment in the District or during the notification period consistent with Section 7.16.1. No Classroom Teacher shall be assigned to more than one (1) elective course title without prior consultation. Assignments shall not be made in an arbitrary, capricious, discriminatory, or retaliatory manner.

Note :Other than those items listed above, the District rejects UTP's proposals on implementation of the 7-period instructional day and offers the following counterproposal:

ARTICLE VIII: EVALUATION PROCEDURES

District Proposal:

The District proposes introduction of the following new subsection, 8.10, and appropriate renumbering of succeeding sections/subsections of Article VIII, Evaluation procedures:

8.10 If a Class Room teacher has been assigned to a new elective course or elective course title for the school year during which they are to be evaluated, neither the subject matter nor the content of the new elective course shall be considered in the unit member's evaluation.

ARTICLE XIX: CONTRACT WAIVERS

District Proposal:

19.1 Waiver of the Collective Bargaining Agreement

If a school site requests a waiver of any provision(s) of the Collective Bargaining Agreement, the following procedures shall be followed:

19.1.1 In no event shall a requested waiver be forwarded with less than a ninety percent (90%) secret ballot vote of the affected bargaining unit as conducted by the Association. The 90% minimum approval requirement notwithstanding, school sites may bring forth proposed changes for an alternative instructional schedule where there is a sixty percent (60%) agreement to do so by secret ballot vote of the affected bargaining unit members.