



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

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**FROM:** Steve Miller, Ed.D., Chief Human Resources Officer  
**TO:** Brian McDonald, Ed.D., Superintendent  
Board of Education  
**DATE:** April 15, 2019  
**RE:** UTP Negotiations Update (April 12, 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.

The District presented its Proposal #1 and Counter Proposal #1 on Article IX: Leaves to reflect the updated legislation. The district presented its Proposal #1 on Article X Class Size and Counter Proposal #1 for Article XIII: Organizational Security.

UTP presented its Proposal #2 on Article XIV Salary and Salary Schedule Rules and Regulations, Proposal #5: Health and Welfare Benefits, and Proposal #1 on Article XIII: Organizational Security.

Agenda set for April 26, 2019. I. Leaves, II. Organizational Security, III. Salary, IV. Health and Welfare, V. Class Size.

Proposed language will follow:

**I. Rumor and News:**

- UTP President brought up a concern regarding internal substitution occurring at a high school. District responded immediately.
- Open House for Franklin still shows the old date on the PUSD website. District will follow up with website maintenance. The new date is May 16, 2019 but the web site states April 23<sup>rd</sup> (old date).
- A unit member has not been paid longevity portion for grievance resolution (reassignment pay). District will follow-up with payroll.

**II. Proposals**

## **Article IX: Leaves**

The District presented *PUSD Proposal #1* and reviewed the new proposed language and changes that have been updated to reflect the new *Pregnancy Disability Leave, Parental Leave, and Unpaid Child Rearing Leave* laws.

UTP presented *UTP Counter Proposal #1*. We agree on all new language proposed except 9.7.2 wherein UTP proposed paying unit members their pro rata daily pay if members postponed their jury duty the Summer or Winter Breaks and adding aunt/uncle to bereavement.

**PUSD presented Proposal #2:** Did not agree to aunt/uncle and jury duty payment for the summer. PUSD will review based on additional information provided by UTP.

## **Article XV: Health and Welfare Benefits**

UTP presented *UTP Proposal #5* that included provisions to the Delta Dental DPO insurance coverage and a few changes to clarify language.

## **Article XIV: Salary and Salary Schedule Rules and Regulations**

UTP presented *UTP Proposal #2*. UTP's proposal included a 1% off schedule for the 2017-2018 school year, 3% increase on all salary schedules: July 2018, 3% increase on all salary schedules: July 1, 2019, and 3% increase on all salary schedules: July 1, 2020. In addition, UTP proposed language to reach a comprehensive salary agreement for the subsequent school year no later than February 1 beginning in 2019-2020. Lastly, UTP proposed a special education recruitment and retention stipend of \$2500 annually. PUSD shared articles and information with regards to special education funding. UTP stated that we operate in a super structure of 30,000 ADA when in reality we have 15,000 ADA- "right-sizing" is required.

## **Article X: Class Size**

PUSD presented *PUSD Proposal #1*. The district would continue to staff FTE at 24:1 but the variance would allow us to retain funding if a school were to go over the ratio by a few students.

## **Article XII: Organizational Security**

UTP presented **UTP Proposal #1**. UTP struck out the entire article. PUSD presented Counter-Proposal #1 that includes 13.1.