



***PASADENA UNIFIED SCHOOL DISTRICT  
HUMAN RESOURCES***

**MEMORANDUM**

**FROM:** Human Resources

**DATE:** January 30, 2017

**SUBJECT:** Pasadena Unified School District and United Teachers Pasadena Negotiations Update

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On January 27, 2017, a day long negotiations session was held between Pasadena Unified School District (District) and United Teachers Pasadena (UTP).

**United Teachers Pasadena:**

During the Rumors and News portion of the Negotiations Agenda, UTP initiated discussion on the following January 26, 2017 School Board Report items:

- January 26, 2017 Board Presentation relating to Key Performance Indicators
- January 26, 2017 Board Presentation relating to Staffing Projections
- January 26, 2017 Board items Facilities:
  - 5(c) Approval of Solar Energy Power Purchase Agreement and Solar Site Easement with PFMG Solar, LLC, for Solar Carport and Solar Shade Structure Installations at Pasadena High School, District Service Center, and Sierra Madre Elementary School (BR 1141-F)
  - 5(f) Approval of Schneider Electric Performing Investment Graded Audit Proposal for Identifying Potential Utility Savings for Energy Efficient Equipment Replacement Upgrades for Eliot Middle School (BR 1144-F)
  - 5(g) Approval of Schneider Electric Performing Investment Graded Audit Proposal for Identifying Potential Utility Savings for Energy Efficient Equipment Replacement Upgrades for Marshall Fundamental Secondary School (BR1145-F)
  - 5(i) Approval of WLC Architects' Proposal to Prepare Classroom Utilization Capacity Study for 28 School Sites (BR 1147-F)

- Action Items:
  - N-1 Acceptance of the 2015-2016 Comprehensive Annual Financial Report (Audit Report) for the Fiscal Year Ended June 30, 2016 (BR 72-B)
  - Approval of Charter Renewal Petition for Aveson Global Leadership Academy (BR 78-B)
  - Approval of Charter Renewal Petition for Aveson School of Leaders (BR 82-B)

In relation to the topic of District Budget, UTP submitted the following documents:

- The Fiscal Report from School Services of California Volume 36, “2016-2017 Governor’s Budget Dartboard Now Available”
- The Fiscal Report from School Services of California Volume 36, “The SSC Dartboard for the 2016-17 May Revision is Now Available”
- The Fiscal Report from School Services of California Volume 36, “2016-17 Adopted State Budget Dartboard Now Available”
- The Fiscal Report from School Services of California Volume 37, “Ask SSC... Why is the 2016-2017 LCFF Gap Funding Percentage Different Than When the Budget was Adopted?”
- 2015-2016 LA County District Salary Survey
- FY 2016-2017 Original Budget from Pasadena Unified School District
  - Criteria And Standards
  - District Office Budget

### **Pasadena Unified School District**

- The District is in the process of seeking legal counsel in relation to the Tentative Agreement for the 2019-2020 school year. A thorough written response will be made available to UTP the week of January 30, 2017
- Extensive PUSD Budget Reports and documents were provided to UTP. A discussion regarding the Budget was held and Chief Griggs provided a detailed narrative report regarding the extensive Budget. The documents provided to UTP are attached.
- The District provided UTP with a proposed Memorandum of Understanding recommending that the JROTC annual Stipend remain at \$1,989.00. The purpose of the stipend is to compensate JROTC Instructors for additional services rendered to the District.
- The District provided UTP with a proposed Memorandum of Understanding (MOU) recommending the Agreement of May 2016 remain unchanged and that a “Salary Grandfathering Agreement” be entered into. The purpose of the proposed MOU will ensure that teachers will not realize a decrease in their salaries. PUSD is proposing that the 88 impacted teachers be “grandfathered”.
- The District will submit a proposed MOU to UTP regarding the 2017 Summer School Schedule.
- PUSD had the current PUSD-UTP Collective Bargaining Agreement in final draft to submit to UTP. UTP declined receipt, indicating that the salary schedules had not been finalized. Even though all language relating to salary schedules is in accordance with the Agreement of May 2016. Best practice dictates that the

Collective Bargaining Agreement be submitted to the Board of Education for final confirmation. This provides transparency and is ministerial. Historically, this has not been the process in PUSD.

**Upcoming Sessions:**

- UTP has requested that PUSD submit a salary proposal at the next meeting scheduled for February 24, 2017.
- The upcoming PUSD UTP Negotiation Sessions are scheduled for February 24, 2017, March 10, 2017, April 07, 2017 and April 28, 2017.
- PUSD will provide the list of Temporary Teachers to PUSD. This was submitted to UTP on January 30, 2017.
- The proposed Agenda for February 24, 2017 will include:
  - UTP Response to JROTC MOU
  - PUSD Summer School dates
  - PUSD Salary Proposal for 2017-2018
  - UTP response to PUSD proposed MOU regarding “Grandfathering”. PUSD has submitted MOU to ensure that teachers will not incur a reduction in salary

**Upcoming PUSD-UTP Negotiation Dates:**

PUSD and UTP Negotiations are scheduled for February 24, 2017, March 10, 2017, April 07, 2017 and April 28, 2017.