



Bargaining Matters

Issue 22

January 25, 2019

Official Calendar for the 2021-2022 School Year – Tentative Agreement

On January 25, 2019, the UTP and PUSD Bargaining Teams met for negotiations and reached a Tentative Agreement on the 2021-2022 School Year Calendar. The UTP membership will vote for ratification during February 25-27, 2019. (Refer to the Tentative Agreement sent on January 28.)

Seven-Period Day at Blair (6-12), Eliot Arts, and Sierra Madre Middle Schools

During the last bargaining session, UTP presented its Proposal #5. UTP’s proposal gave the District two options for resolving the matter.

Option 1:

- Teachers at Eliot Arts and Sierra Madre Middle School would receive a 17% increase for teaching six class periods.
- Teachers at Blair (6-12) would teach five periods and have one class period for their daily preparation period and the other for collaboration.

Option 2:

- Place a moratorium on the implementation of the seven-period day schedule during school year 2019-2020 and thereafter with the understanding that the District could notify UTP in the future of its intent to re-open negotiations on the matter.
- UTP would withdraw the unfair practice charge issued by PERB.

During this session, the District provided UTP with its Counter-Proposal #5. The District also proposed two options for resolving the matter.

Option 1:

- Teachers at Blair (6-12), Eliot Arts, and Sierra Madre Middle School would receive a \$500/semester stipend for teaching six class periods.

Option 2:

- Establish an Ad Hoc Committee to explore options to provide students an additional elective they may not have access to under the six-period day structure.

Due to time constraints, UTP did not have an opportunity to formally respond to the District’s Counter-Proposal #5.

“What is the chronology of events the union must exhaust BEFORE taking a strike vote?”

As we watched the recent six-day strike in LAUSD, many UTP members wondered when UTP would also do the same. For clarification purposes, it took approximately 20 months of negotiations, impasse declaration and mediation, a fact-finding hearing, and organizing before UTLA members reached the decision to go on strike. Although UTP members received a zero percent pay raise in the 2017-2018 school year, we have not reached a point in the 2018-2019 bargaining cycle that would allow us to take a strike vote.

We understand and share your frustrations with the state of affairs in PUSD. Despite the vote of No Confidence of Brian McDonald by 83% of the UTP membership, the School Board voted 4-3 to renew his contract for an additional two years to June 2022. That dismissive attitude towards UTP members along with our poor working conditions, low wages, and utter disrespect by management is an invitation for battle!

The teams will meet again for negotiations on February 13, 2019. In addition to the Seven-Period Day issue, the agenda will include proposals on the articles that are open for the 2018-2019 bargaining cycle. (See the attached UTP Sunshine Letter.) Stay tuned for further bargaining updates and plan to participate in future organizing events. Remember, your support and involvement is what ultimately builds our bargaining power at the table.



January 17, 2019

Brian McDonald, Superintendent
Pasadena Unified School District
351 S. Hudson Avenue
Pasadena, CA 91101

Dr. McDonald,

Pursuant to Section 3547 of the Education Employment Relations Act and Article XXIX (Completion of Meet and Negotiation) of the Collective Bargaining Agreement between Pasadena Unified School District and United Teachers of Pasadena, the Association is hereby notifying the District of its intent to negotiate the following Articles during the 2018-2019 school year:

- Article III – Association Rights
 - New Section – Mandatory Access to New Employee Orientations, Right to Member Data, and Protection Related to Third Party Requests for Members' Information, etc.
- Article VI – Hours
 - Section 6.6 – Duty-Free Lunch Period
 - Section 6.11 – Teacher/Parent Conference Month
 - Section 6.12 – Individualized Education Programs
 - Section 6.14 – Physical Relief Break
 - Section 6.15 – Daily Assignment Travel Stipend
 - Section 6.17 – Full Inclusion
 - New Section – Impacts and Effects of Multi-Tiered System of Support (MTSS)
 - New Section – Report Cards
- Article VIII – Evaluation Procedures
 - Section 8.2.1 – Five-Year Evaluation Cycle
- Article IX – Leaves
 - Section 9.3 – Maternity/Paternity Leave
 - Section 9.4 – Personal Necessity Leave
 - Section 9.5 – Bereavement Leave
 - Section 9.13 – Family Care and Medical Leave

- Article X – Class Size
 - Section 10.1 – Staffing Ratios and Class Size Maximums
 - Section 10.4 – Staffing Ratios for Nurses
 - New Section – Staffing Ratios for Psychologists
- Article XIII – Organizational Security
- Article XIV – Salary and Salary Schedule Rules and Regulations
- Article XV – Health and Welfare Benefits
- Article XVI – Child Development Programs
 - Section 16.1.6 – Children’s Centers Holiday Observances
- Article XXIX – Completion of Meet and Negotiation
- Article XXX – Duration and Signatures

The Association requests that this item be placed on the next regularly scheduled meeting of the Board of Education. Please contact me if you have any further questions.

Sincerely,



Alvin Nash
President

cc: PUSD Board of Education
Steve Miller, PUSD Chief Human Resources Officer
PUSD Bargaining Team
Roberto Gallegos, CTA Regional UniServ Staff
UTP Executive Board
UTP Bargaining Team