



Bargaining Matters

Issue 24

February 22, 2019

On Friday, February 22, 2019, the UTP and PUSD bargaining teams met for negotiations. During the session, UTP presented the following language in its Article XIV, Salary and Salary Schedule Rules and Regulations, Proposal #1:

14.2.5.1 Effective July 1, 2018, the District shall provide a **3.7% increase** on all salary schedules contained in Appendix A.

14.12 Counselors Salary - Counselors shall receive ~~1.06~~ **1.075** times their placement on the Basic Monthly Salary Schedule in Appendix A.

14.13 Librarians Salary - Secondary School Librarians shall receive ~~1.06~~ **1.075** times their placement on the monthly Salary Schedule in Appendix A.

14.18 Special Education Recruitment and Retention Stipend

14.18.1 In order to recruit and retain qualified special education teachers, an annual stipend of \$2500 shall be paid to all bargaining unit members holding a full and clear Education Specialist Credential or the equivalent, and assigned to a classroom or carry a caseload pursuant to Appendix A, above his/her salary placement and any other supplemental District earnings. This stipend will be paid at the rate of **\$250 per month** for ten (10) months.

The District's team stated that it needed to crunch the numbers and would provide UTP a response at the next session on March 7, 2019.

Despite the District's on-going challenge to sustain fiscal stability, it has NOT stopped the fiscal bleeding caused by the structural deficit that appears in its own projections for the next three fiscal years. In other words, the District continues to spend more money than it earns with no end in sight to this decade plus pattern.

That said, the District MUST make pay raises for the employees its number one priority! Every year without a pay raise is essentially a pay cut! The employees of the District can no longer afford to go another year without a pay raise, and, likewise, the District can no longer afford to come to the bargaining table with a counter-proposal of ZERO percent!

There is a great deal of anger among educators in public education today. Let's stop "agonizing" and strengthen our "organizing". UNITED WE STAND --- DIVIDED WE FALL!

Stay tuned for more details about negotiations and organizing. Your Union is counting on you!