Bargaining Matters

Issues 26/27  April 5/12, 2019

The UTP and PUSD Bargaining Teams met for negotiations on Friday, April 5 and Friday, April 12, 2019. The following summarizes the items discussed and agreements reached during the sessions:

The two parties reached the following agreements (attached for your information and review).

- Memorandum of Understanding (MOU) regarding 120% Teaching Assignment Salary
- MOU regarding Back-to-School Night and Open House for 2019-2020 at Sierra Madre Elementary School
- MOU regarding Over-Banked Minutes for the 2019-2020 School Year
- Tentative Agreement (TA) on Article XIX, Child Development 12-Month Work Year

**Article XIV, Salary and Salary Schedule Rules and Regulations – Salary Increase**

<table>
<thead>
<tr>
<th></th>
<th>UTP PROPOSAL</th>
<th>PUSD COUNTER-PROPOSAL</th>
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</thead>
<tbody>
<tr>
<td>2017-2018</td>
<td>1% off schedule bonus</td>
<td>0%</td>
</tr>
<tr>
<td>2018-2019</td>
<td>3% salary schedule increase</td>
<td>1% off schedule bonus</td>
</tr>
<tr>
<td>2019-2020</td>
<td>3% salary schedule increase</td>
<td>2% salary schedule increase</td>
</tr>
<tr>
<td>2020-2021</td>
<td>3% salary schedule increase</td>
<td>Not included</td>
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</table>
UTP also proposed, and the District agreed, to increase the ratio factor for counselors and librarians to correspond with their work hours.

- Effective July 1, 2019, increase the counselors ratio from 1.06 to 1.075, and
- Effective July 1, 2019, increase the Secondary School Librarians ratio from 1.06 to 1.075

**Article XV, Health and Welfare Benefits - Delta Dental Provisions**

<table>
<thead>
<tr>
<th>UTP Proposal:</th>
<th>PUSD Counter-Proposal:</th>
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<tbody>
<tr>
<td>Add Orthodontics</td>
<td>Add Orthodontics</td>
</tr>
<tr>
<td>Add Diagnostic and Preventive</td>
<td>Do Not Add</td>
</tr>
<tr>
<td>Add Prosthodontic Services</td>
<td>Do Not Add</td>
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**Article X, Class Size**

- The District proposed to increase the annual average class enrollment for each school site not to exceed 26:1 for grades TK-3. The current average class enrollment for each site is not to exceed 24:1.

**Article IX, Leaves**

- The District proposed to modify/add contract language to comply with the law regarding leaves related to pregnancy and parenting.
- UTP is in agreement with the District’s proposed language on Leaves, but also added the following two provisions:
  1) Include Aunt and Uncle to Bereavement Leave
  2) Include language to compensate unit members with up to five days of pay if they postpone their jury duty service to Summer or Winter Break.

The District's counter proposals for salary and health and welfare benefits are offensive and demoralizing! UTP members have gone without a pay raise since January 2016. Every year that we continue to receive ZERO%, we are basically taking a pay cut! During the bargaining session, even the District acknowledged that our salaries are not competitive and that retaining/recruiting highly qualified teachers is a real issue for PUSD.

Although adding the orthodontics to our Delta Dental plan is definitely a step in the right direction, we are still behind the other employee groups who already have orthodontics along with the other two provisions listed. At this point, the cost to add the three provisions is approximately $20,000 and would not go into effect until August 1, 2019.
Furthermore, the District's proposal on class size is essentially proposing that teachers work harder by taking on more students in order to earn a salary schedule increase. Besides the fact that increasing class size for our youngest learners is irresponsible, how many times can class size be increased in order to generate pay raises? The bottom line is that the District must commit to making its employees the #1 priority and budget annual pay raises for us! UTP's proposed multi-year salary increases will ensure that the District plan in advance and budget for its employees.

UTP's proposals for salary and health and welfare benefits are fair, and well overdue.

UTP's proposals will move salaries up from the bottom and will help the District be more competitive with surrounding districts in attracting and retaining teachers.

Stay tuned for more information and be ready to flex your power as a union member when asked to attend the next organizing rally.

If you want a fair and comparable pay raise, then you must support the bargaining team at organizing events! Sitting on the sidelines will not win this battle, but as united force, we CAN!

The next bargaining session is scheduled on April 26, 2019.