



## Bargaining Matters

Issue 28

April 26, 2019

On Friday April 26, 2019, the UTP and PUSD Bargaining Teams met for negotiations and discussed the following Contract Articles:

### **Article XVIII, Organizational Security – Tentative Agreement**

We reached a Tentative Agreement, which will eliminate this article from the Contract. The provisions of this article are no longer valid due to the U.S. Supreme Court's Janus Decision.

### **Article IX, Leaves – Tentative Agreement**

We reached a Tentative Agreement on the Leaves article. Most of the article remains the same except for three noteworthy changes:

- The Maternity/Paternity language has been updated to reflect the current law on leaves related to Pregnancy and Parenting.
- One day of Bereavement Leave for the death of an aunt and/or uncle has been added to the list of immediate family.
- New language that provides unit members who postpone jury duty service to Summer or Winter Break up to five days of pay at the substitute's rate of pay.

### **Article XV, Health and Welfare Benefits – Tentative Agreement**

We reached a Tentative Agreement on our Health and Welfare Benefits. The District agreed to add the following three provisions to our Delta Dental plan:

1. Diagnostic and Preventive
2. Prosthodontic Services
3. Orthodontics

- In addition, the District agreed to pay for the increases for the Blue Shield, Kaiser, and Navitus Prescription plans for the 2019-2020 plan year.

### **Article X, Class Size – UTP Counter-Proposal #1**

UTP presented its Counter-Proposal #1 in response to the District's Proposal #1. The District had proposed that the TK-3 class size staffing ratio be increased to 26:1.

UTP countered with the following class size staffing ratios:

- TKindergarten-Grade 3 - 1:24
- Grades 4-6 4-5 - 1:32.75

For Special Education classrooms, UTP proposed that the District maintain the following class size maximums in the following areas:

- Mild Moderate - 12
- Moderate Severe - 10
- Transition Program - 13
- Pre K-Mild Moderate - 8 per session
- Pre K-Moderate Severe - 5 per session

UTP also proposed eliminating language or adding new language to the following sections:

**10.2** Change the grade span for staffing secondary counselors from grades 7-12 to grades 6-12, which reflects the actual grade levels that secondary counselors serve.

**10.3** The District shall maintain librarians on the basis of one for each Senior High School, and one for each Middle School, except at ~~Norma Coombs Alternative, McKinley, Roosevelt, and~~ Rose City High School.

**10.4** The District shall maintain the ~~current~~ following District-wide staffing ratios for credentialed nurses: 1:750 for students in the general population, 1:225 in the student populations requiring daily professional school nursing services or interventions (special education), 1:125 in student populations with complex health care needs (moderate-severe), and 1:1 may be necessary for individual students who require daily and continuous professional nursing services. ~~Any decrease shall be by natural attrition or decline in student enrollment or school closures.~~

**10.0** (New language) The District shall maintain the following District-wide staffing ratios for school psychologists: 1:500.

~~**10.9** Nothing contained in Sections 10.2, 10.3 and 10.4 of this Article shall be construed to prohibit the District from exercising its statutory rights regarding reduction in force actions. The provisions of said sections of this Article shall be effective for the term of this Agreement and will be subject to negotiation for the successor Agreement. The parties agree that until they have reached agreement for each succeeding year that the District is not limited by the provisions of said sections of this Article.~~ Elementary school site managers shall make a good faith effort to balance classes at his/her school site following the discussions provided for in Section 10.8 above. The District will not incur state financial penalties for class size violations.

## **Article XIV, Salary and Salary Schedule Rules and Regulations – PUSD Counter-Proposal #2**

The District countered UTP's last salary proposal with the following:

- For school year 2017-2018 the District shall provide a 0% salary increase.

- For school year 2018-2019 the District shall provide a 2% **off schedule** payment for the 2018-2019 school year, tied to base salary to be paid in September 2019 for unit members employed as of May 31, 2019.
- For school year 2019-2020, the District shall increase the certificated salary schedules and associate part time schedules by 2% effective July 1, 2019.

The next bargaining session is scheduled for Friday, May 3, 2019. The two parties will provide Proposals/Counter-Proposals on the following items:

- PUSD - Counter-Proposal #2 on Class Size and Counter-Proposal #3A on the restructuring of the Child Development Salary Schedules.
- UTP - Proposal #3 on Salary.

Although we reached Tentative Agreements on several articles, your UTP Bargaining Team still needs your participation at the next organizing event. We have NOT settled Salary or Class Size and none of the Tentative Agreements go into effect until the School Board ratifies them. The disparity between UTP's salary proposal and the District's is significant. Your involvement is critical to us reaching an agreement that is fair and reasonable.