



Bargaining Matters

Issue 29

May 3, 2019

On Friday, May 3, 2019, the UTP and PUSD Bargaining Teams met for negotiations to discuss the following articles:

Class Size – Article X

- The District stated that it does not plan to increase TK-3 from the 24:1 grade level average; however, in the instance that it might be necessary, the District wants to have language that would allow for the TK-3 grade level average to increase up to 26:1.
- The District wants greater flexibility so that the dollars are not compromised if at a grade level the average exceeds 24:1; however, the District has not needed this “variance” to the TK-3 class size average in the last six years!
- Obviously, the District is aware of what it must do to continue reaching compliance with the California Education Code in order to safeguard the annual 10.4% increase to the District’s Base Grant funding.
- The notion that the District needs a “variance” is nothing more than a “red herring” – a misleading distraction.
- The flexibility that the District seeks is already inherent in the law as 24:1 is a grade level average not a class size maximum. For instance, a class of 1st grade could have 28 students while another class of 1st grade has 20 students. When averaged, the two classrooms would equal the 24:1 grade level average.
- UTP re-stated its position that the District needs to continue abiding by the 24:1 Grade Span Adjustment law.
- Increasing the class sizes of our youngest learners is not acceptable and will only hurt the enrollment of the District further as parents want smaller class sizes for their children.

Restructuring of the Child Development Salary Schedules

- Although Superintendent McDonald promised over two years ago that he would address the need to restructure the Child Development Salary Schedules, the District’s bargaining team has yet to provide a counter-proposal to UTP’s proposed restructured salary schedules.
- During the session, the District gave UTP a counter-proposal that stated it would afford the Child Development teachers the same pay raise as all other UTP members.

- The District’s counter-proposal is not a legitimate counter-proposal as it made no attempt to actually address the restructuring of the Child Development salary schedules.
- Child Development teachers are UTP members, and they have always been granted the same pay raise as all of the other UTP members in the District.

Salary and Salary Schedule Rules and Regulation – Article XIV

School Year	UTP Proposal #2	PUSD Counter-Proposal #2
2017-2018	0% Pay Raise	0% Pay Raise
2018-2019	0% Pay Raise (One-time 2% Off Schedule Payment)	0% Pay Raise (One-time 2% Off Schedule Payment)
2019-2020	3% On Schedule Pay Raise	3% On Schedule Pay Raise
2020-2021	3% On Schedule Pay Raise	Not Included
2021-2022	3% On Schedule Pay Raise	Not Included

- Although, the District’s Counter-Proposal #2 shows some positive movement, UTP’s position is that the two parties need to reach a multi-year salary agreement.
- In the previous session, the District’s team made some acknowledgement that the pattern of offering a pay raise one year and then offering zero for the following two to three years reduces the pay raise to a fraction of what it was meant to be as it gets spread thinly out over those years.
- During this session, UTP introduced the concept of a multi-year salary pay raise agreement that would compel the District to budget pay raises for each of the three years included in the agreement.
- It is time to end year-round bargaining and the constant need for UTP members to spend countless hours and energy on organizing, picketing, and making School Board speeches!
- It is time for the District to demonstrate a good faith commitment to “budgeting for a salary increase” with the goal of elevating the annual salary of Pasadena teachers that is presently “stuck at the bottom” among unified school districts in Los Angeles County.
- It is time for labor peace and for employees to have peace of mind in knowing that Yes, there will be a pay raise!

We MUST reach an Agreement that includes a MULTI-YEAR SALARY SCHEDULE INCREASE for THREE YEARS at the next bargaining session on May 15, 2019! A MULTI-YEAR AGREEMENT of three years is absolutely necessary for UTP members to have any faith that hope is alive!