On February 20, 2020, the UTP and PUSD Bargaining Teams met for a full-day negotiations session.

2% Off Schedule Payment for the 2018–2019 School Year

The language of 14.2.6 of the ratified agreement stated, “Effective July 1, 2018, the District shall provide a 2.0% off schedule payment for the 2018-2019 school year, tied to base salary to be paid by December 31, 2019 for unit members employed as of May 31, 2019.” There remains a difference regarding intent of the payment and whether it was meant to include unit members’ longevity, doctorates, and stipends for positions held such as counselor, librarian, and TOSAs. When considering how our daily rate is calculated and how STRS views our salary, such things are all included. The District and the Association have committed to resolve the issue as immediately as possible.

Printing of the Contract 2018-2021

Both parties are proofreading the printed copy of the Collective Bargaining Agreement (“Contract”) for 2018-2021. Once UTP and PUSD mutually agree on the final draft of the Contract, then the District shall provide 500 copies of the Contract to the Association and post it electronically on the District website. UTP will also post it on the UTP website.

Appendix D, Official Calendar for the 2020-2021 School Year

UTP and PUSD reached agreement regarding the revised Official Calendar for 2020-2021 to reflect the revised dates for Back-to-School Night and Open House as determined by a simple majority of UTP bargaining unit members at the individual school sites as conducted by UTP. These school-based decisions considered the need to accommodate parents with children at different grade levels, yearly testing schedules, Board of Education meetings, feeder school considerations, religious holidays, and bus schedules/release times. A copy of the revised Official Calendar 2020-2021 was sent to each member at the sites.

MOU, Over-Banked Instructional Minutes for K-12 during the 2020-2021 School Year
UTP and PUSD reached agreement regarding the over-banked instructional minutes for K-12 for 2020-2021. The over-banked instructional minutes shall be returned to unit members in the form of two (2) shorter instructional days on the last regular workday before Winter Break (December 15, 2020, for high schools; December 16, 2020, for Rose City High School; and December 18, 2020, for elementary and middle schools), and on the last workday before Spring Break (April 2, 2021).

For the elementary and middle schools (Grades K-8), each of these two (2) days shall be shortened by 70 instructional minutes.

For the high schools, each of these two (2) days shall be shortened by 20 minutes.

On these days, unit members may leave the site fifteen (15) minutes after the end of the instructional day.

Evidence of Coverage and Summary of Benefits for the Delta Dental Plan 2019-2020

UTP is reviewing the documents to ensure that they accurately reflect the coverage provided under the Delta Dental Plan, effective October 1, 2019, through and including September 30, 2020. It is the expressed intent of the Association to hold Delta Dental accountable for providing the exact coverage that the parties have negotiated.

Local Control Accountability Plan (LCAP) Consultation Meeting

PUSD will schedule a LCAP Consultation meeting with UTP no later than March 6.

Article XIV. Salary and Salary Schedule Rules and Regulations – PUSD Counter-Proposal #1

At the previous bargaining session, UTP proposed a 3% increase on all salary schedules contained in Appendix A effective July 1, 2020.

On February 20, PUSD counter-proposed a 1% Total Compensation increase effective July 1, 2020. Total compensation includes salary and health benefits. Health insurance premiums are projected to increase 3% to 5% for Plan Year 2020-2021. For example, if the health insurance premiums increase is equivalent to 0.6% salary dollars, then 0.4% would remain to be applied on the salary schedules (0.4% salary + 0.6% health benefits = 1% Total Compensation).

UTP will present its Proposal #2 on March 4.

Article XV. Health and Welfare Benefits – UTP Proposal #1

UTP proposed that the District pay the cost of any increases to Health and Welfare Benefits premiums for 2019-2020 Plan Year.
The Health Benefits Committee, which includes UTP, CSEA, and APSA, will meet with the insurance broker on March 3.

PUSD will present its Counter-Proposal #1 on March 4.

**Future Bargaining Dates: March 4 and 23, 2020**

The next bargaining sessions are scheduled for March 4 and 23, 2020. We shall address the following:

- Updating and the printing of the Collective Bargaining Agreement
- Reviewing and signing the Evidence of Coverage for Delta Dental
- Salary and Salary Schedule Rules and Regulations (Article XIV)
- Health and Welfare Benefits (Article XV)