

CTA/**nea**



**ITA/IUSD**

**Negotiations Update**

**⯁ September 29, 2011 ⯁**

***A Joint Communiqué from the***

***ITA and IUSD Bargaining Teams …***

**Continuing with the Mutualistic Approach**

***Research shows that the most successful organizations treat the management-labor relationship as a partnership. This requires a paradigm shift from “us and them” to “we”.***

***Thanks to our commitment to this collaborative, problem-solving model, over the past few years we have been able to reach satisfactory bargaining settlements and resolve many issues involving district employees. In these financially difficult times, we remain committed to using this process as we face many challenges ahead in the next few years.***

**Principles**

|  |  |
| --- | --- |
| * Mutual Respect and Professionalism * Honesty and Integrity | * Strong and Straight-Forward Communication * Collaborative Problem Solving |

**Process**

* Communicate Topics/Issues for bargaining
* Identify facts and perspectives around Topics/Issues (i.e. “The Story”)
* Articulate the Interests and needs of each party
* Brainstorm potential Options
* Research and collect data related to Options
* Evaluate Options to best meet the Interests and needs of both parties
* Attempt to reach consensus on Options that resolve Topics/Issues

**Goals**

* Long-term positive change in the ITA and Management relationships throughout the District
* Settlements based upon principles and mutuality, not power and crisis activities
* Use of this problem-solving model throughout the District

**Where Are We Now?**

The teams met all day on Thursday, September 29, 2011. We had a presentation on the IUSD budget which reviewed the 2010/11 final budget and the 2011/12 adopted budget. We also discussed the potential implications of the State budget on IUSD. As you know, the State budget for 2011-12 with “flat” funding for education is based on an assumption of $4 billion in additional revenue. Absent that revenue, automatic cuts take place in January. We continue to monitor revenue levels at the State to see how potential triggers for mid-year cuts to the 2011-12 budget affect IUSD.

The teams discussed recommendations from the Benefits and Management Board (BMB) to address a projected shortfall in the contractually required reserves for health benefits for 2011-12. Despite careful and prudent management of the plan, the shortfall is attributed to rising costs in health care.

Even with the unknowns of the state budget, we were able to reach some agreements; we also need more information on a variety of issues.

**Of significant note …**

We agreed to waive the provisions of Article 18 – Benefits Management Board (BMB), Section 18.2.1 which would have set into action employee payroll deductions on November 1, 2011, to cover 50% of the increase in cost of our health benefits plan. That November date has been pushed out to April 1, 2012 so that we can make an educated decision based on the state budget and its impact on IUSD.

The following is a summary of the agreements reached:

* Article 8 – Transfer
  + - 8.6.2.3.2 Added: “two exemptions for K-8 schools”
* Article 10 – Working Conditions
  + - 10.4.2 Added more options for teacher compensation when enrollments occur which exceed Secondary Maximum Student Contact
    - 10.13 Unit members at Middle Schools entitled to a minimum of one “Late Start” every six weeks for grading
    - 10.14 Unit members at K-6 and K-8 schools shall have a minimum of ten “Early Out” Wednesdays per year to be used at the unit members’ discretion

Dates to be decided upon collaboratively between unit members and administrators at each site

* Article 12 – Evaluation
  + - 12.5.2.4.1 Unit members who request a copy of the write up of a formal observation prior to the observation conference shall receive it at least one day before the conference
    - 12.6.1.1 Unit members who request a copy of the Final Evaluation write up shall receive it at least one day prior to the Final Evaluation conference
* Article 17 – Compensation and Related Benefits
  + - 17.8.1 Summer School/Intersession hourly rates changed:

|  |  |
| --- | --- |
| Years of District Experience | Rate of Pay |
| 0 – 10 years | $32.00/ hr. |
| 11 – 15 years | $34.00/hr. |
| 16 years + | $36.00/hr. |

* + - 17.9.1 Hourly rate of pay … $32.00/hr.
* Article 20 – Shared Contracts

* + - 20.4 Reflect concept that if a full time unit member participates in a Shared Contract, employment status of the unit members will reflect a partial leave of absence

Example:

The employment status of a unit member working a 60% contract will reflect a 40% leave of absence

The following are topics still to be addressed after we gather more information:

|  |  |
| --- | --- |
| * Art Advantage * Coaching Shares * Compensation * Class Size issues * Disciplinary process | * District and employee contributions for Health Benefits * IEP time * PAR * RTI |

**Next Steps**

* Meet again on October 20th, November 10th and December 1st.
* Continue to engage in dialogue on the Topics
* Upon receipt of feedback from constituents and data gathered, continue discussing and begin to evaluate Options for the various Topics still outstanding in an attempt to reach consensus

**Team Members**

**ITA Bargaining Team:**

* Anne Caenn, Chair, Venado Middle School
* Liz Harlow, Canyon View Elementary School
* Lauren Pipp, Bonita Canyon Elementary School
* Alan Simsovic, Northwood High School
* John Valerie, Irvine High School

**Additional Team Support:**

* Laurie Atkinson, Executive Director, Irvine/Tustin Teachers UniServ/CTA/NEA
* Tim Jamison, President, Irvine Teachers Association

**IUSD Bargaining Team:**

* Eamonn O’Donovan, Assistant Superintendent, Human Resources
* Susie Kemp, Principal, Canyon View Elementary School
* John Pehrson, Principal, University High School
* Rena Thompson, Director, Human Resources
* Scott Bowman, Principal, Rancho San Joaquin Middle School

**Additional Team Support:**

* Susana López, Director, Fiscal Services
* John Rajcic, Labor Consultant
* Ruth Romero, Confidential Secretary, Human Resources