



## **ITA/IUSD Negotiations Update**

**◆ November 25, 2019 ◆**

### ***A Joint Communiqué from the ITA and IUSD Negotiations Teams*** **Tentative Agreement Reached**

#### **Total Compensation – 4.06%**

##### ➔ **Salary**

- 1.7% increase on all elements of the 2018/19 Salary Schedule, retroactive to July 1, 2019. The salary increase and retroactive portion of the increase will be paid on the March 31, 2020 pay warrant.
- One-time 1% off-schedule payment calculated on the newly bargained 2019/20 Salary Schedule for all bargaining unit members in regular paid status on March 31, 2020, to be paid on the April 30, 2020 pay warrant.

##### ➔ **Health Benefits**

- Increase District contribution per eligible employee from \$10,275 to \$11,015 (equivalent to **0.68%** of total compensation).
- One-time District contribution of \$2,000,000 to the Benefit Management Board (BMB) Reserve (equivalent to **0.68%** of total compensation).

#### **Other Agreements**

##### ➔ **Article 7 - Payroll Deductions**

- Changes to the law require modifications to the processing of payroll deductions.

##### ➔ **Article 28 - Retirement**

- Clarify that certain leaves do not disqualify eligible members for retirement honorarium.

#### **Next Steps**

##### ➔ **Ratification of Tentative Agreement by Both Parties**

- ITA Ratification Election Timeline
  - December 2, 2019 - January 24, 2020
  - ITA General Meeting
    - Monday, January 13, 2020
    - 4:00 p.m. – 4:30 p.m.
    - ITA office – 4940 Irvine Blvd., Suite 205, Irvine 92620
  - Voting – January 22 – 24, 2020
- IUSD Board of Education Ratification Vote
  - February Board Meeting

#### **Future Bargaining Dates**

- December 4, 2019
- February 28, 2020
- March 23, 2020
- April 22, 2020
- June 10, 2020



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### ITA & IUSD Negotiations Teams

#### **ITA Negotiations Team:**

- Sonia Kearney, Co-chair – Deerfield Elem.
- Alan Simsovic, Co-chair – Northwood H.S.
- Trish Gilpin – Rancho San Joaquin M.S.
- Jennifer Meloni – Culverdale Elem.
- Angela Suh – Springbrook Elem.
- John Valerie – Irvine H.S.

#### **ITA Team Support:**

- Laurie Atkinson, Executive Director  
Irvine/Tustin Teachers UniServ

#### **IUSD Negotiations Team:**

- Eamonn O'Donovan, Asst. Supt., H.R.
- Kevin Astor, Principal, University H.S.
- Susie Kemp, Director, H.R.
- James Parker, Principal, Plaza Vista
- Deanna Rutter, Principal, Westpark Elem.

#### **IUSD Team Support:**

- John Fogarty, Asst. Supt., Fiscal Services
- John Rajcic, Labor Consultant
- Laurie Serich, Director, Fiscal Services
- Kambra Strout, Confidential Assistant, H.R.