



ITA/IUSD Negotiations Update

◆ November 8, 2017 ◆

A Joint Communiqué from the ITA and IUSD Bargaining Teams ...

The Highlights

The bargaining teams met a number of times during August, September and October, and we have future meetings scheduled for November through February.

Budget Update

The challenges presented by smaller increases to LCAP funding, rising CalSTRS and CalPERS costs, and the renewal of textbook adoptions have been topics of discussion in bargaining this fall. When these realities are considered alongside compensation issues, and the fact that the resources for some current IUSD programs and initiatives funded with one-time monies are set to expire at the end of the school year, there is considerable pressure on the IUSD budget in this and future years.

The good news is that with \$3.3 million in on-going funding and \$11.4 million in one-time funding yet to be allocated in the IUSD budget for 2017-18, we can meet and/or mitigate many of these challenges, but the bad news is that we cannot address all of them. This unallocated funding is part of the LCAP planning for 2018-19 and the subject of bargaining around salary and health and welfare benefits for 2017-18. In addition, we await the Governor's proposed budget for 2018-19.

The Local Control Funding Formula (LCFF) was implemented in 2013-14. The goal of the LCFF is to restore school funding to 2007-08 levels by the end of 2020-21. Each year since 2013-14, school districts received additional funding from the State to fill the "gap" between prior year funding and the targeted funding level set for 2021. This gap is now funded at approximately 97% which means that school districts will not see significant amounts of gap funding moving forward. Once the gap is 100% eliminated, school district funding increases will be once again tied to the Cost of Living Adjustment (COLA) and Proposition 98.

While school districts appreciate that the State has more or less filled this gap to restore us to 2007-08 funding levels, the actual purchasing power of school districts has decreased in the interim by, amongst other things, increased costs for CalSTRS for certificated employees, and CalPERS for classified employees. For example, while individual employees saw their personal contribution to CalSTRS jump by 2% over the



past two years, the District's contribution is set to increase from 8% to 19% over 7 years. This equates to approximately \$3 million in additional on-going funding each year, a commitment that we did not have in 2007-08.

Our enrollment growth in IUSD allows us to meet some of these challenges better than neighboring districts who face declining enrollment, increased health care costs for employees, and reductions of positions and services.

Bargaining Update

Discussion continues about compensation and health and welfare benefits in light of the current 2017-18 IUSD budget, and the proposed State budget for 2018-19 set to be revealed by the Governor in January.

The IUSD and ITA teams discussed data about class sizes and the Blended Learning offerings in the IUSD summer school program.

The ITA team also brought forward topics for discussion that included elective class size limits at the secondary level and equitable compensation for athletic directors who support boys and girls athletic programs.

Future Bargaining Dates

- November 16, 2017
- December 14, 2017
- January 29, 2018
- February 21, 2018

ITA - IUSD Negotiating Teams

ITA Bargaining Team:

- Alan Simsovic, Co-chair – Northwood H. S.
- Sonia Kearney, Co-chair – Deerfield Elementary
- Trish Gilpin – Rancho San Joaquin Middle School
- John Valerie – Irvine High School

ITA Team Support:

- Laurie Atkinson, Executive Director
Irvine/Tustin Teachers UniServ

IUSD Bargaining Team:

- Eamonn O'Donovan, Assistant Superintendent,
Human Resources
- Lisa Kadam, Principal, Eastshore Elementary
- Susie Kemp, Director, Human Resources
- James Parker, Principal, Plaza Vista School
- Leslie Roach, Principal, Northwood High School

IUSD Team Support:

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