



**ITA/IUSD Negotiations Update**  
◆ October 28, 2019 ◆

*A Joint Communiqué from the ITA and IUSD Negotiations Teams*

**Bargaining Update for October 2019**

**The Highlights**

Enrollment Growth Continues in IUSD for 2019-20

For the past few years, IUSD has experienced enrollment growth that ebbs and flows as it is dependent upon the overall real estate market. IUSD is not growing as quickly as it did from 2015 - 2018. Growth slowed last year to 674. Enrollment growth for 2019-20 is 870. Enrollment is projected to grow until the mid-2020s.

IUSD Budget

The IUSD and California State budgets have been a focus at bargaining meetings on September 6 and October 14. The District has budgeted for increased costs for growth in programs and personnel, increased costs in CalSTRS and CalPERS (classified retirement), growth in special education, and Step and Column increases. There is \$9.8 million in on-going funding and \$14.6 in one-time funding that have not yet been allocated in the budget. The allocation of these funds has been a subject of negotiations during our meetings. In addition to total compensation (salary and health benefits), the District and its stakeholders must consider how to fund almost \$9.1 million in positions, programs, and investments in furniture and technology currently paid for with one-time dollars in the LCAP for 2019-20. Absent continued funding, these positions and programs would potentially not continue in 2020-21.

Health and Welfare Benefits

The Benefits Management Board (BMB) has effectively managed the District's health benefits plan through careful stewardship of resources and program design changes. However, health care costs continue to rise each year for all employers, including IUSD. The bargaining teams have addressed these cost increases in past total compensation settlements. For example, the District contribution for all participants in the health benefits plan increased from \$10,143 to \$10,275 (0.125% equivalent salary increase) for 2018-19. One-time contributions to the plan reserve of \$300,000 in 2016-17 and \$800,000 in 2018-19 allowed the BMB to consider a variety of options to manage costs. At this time, the BMB has determined that expenses to the plan exceed revenues by @ \$2 million. This structural deficit in funding plus a projected deficit of \$2 million in the BMB reserve are being discussed in bargaining.



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## Other

The bargaining teams continue to discuss staff development hours, athletic coaching allocations at the high schools, and the results of the ITA Bargaining Survey.

## Next Steps

ITA and IUSD continue to look at options for total compensation, educational program needs, and solutions for the structural deficit in funding for the employee health benefit plan.

## Future Bargaining Dates

- October 30, 2019
- November 8, 2019
- November 22, 2019

## 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.

