



ITA/IUSD Negotiations Update ♦ March 2012 ♦

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

Continuing with the Mutualistic Approach

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 uncertain times, we remain committed to using this process as we face the many challenges ahead of us.

We are again in a state of uncertainty ... this time for the 2012/13 school year. Our final agreements will depend on the outcome of the November 2012 elections.

The bargaining teams met on February 17 and March 1, 2012. The majority of time in those meetings was spent generating options to formulate a Stick Design to deal with the requirements of adopting a balanced budget for 2012/13, with the threat of an \$11.5 million cut in IUSD's funding. The District has already frozen spending this year in an effort to mitigate some of that potential cut in funding.

We also worked on contract language for 10.4 and are continuing to work on Summer School staff selection criteria.

ITA will run a ratification election of Tentative Agreements after the Spring Break.

An Explanation of our Process: Option Designs

Designs represent the bargaining teams' level of confidence with the option(s) currently being considered in order to reach agreement on an issue. Each Design level reflects a firmer commitment to the proposed option(s). Depending on constituent feedback, some options may not necessarily transition through each of these levels:

- ➔ **Straw:** These options represent the **first phase**. They are the initial options that we believe have potential for reaching agreement. We "loop out" these options so that **all constituents have an opportunity to provide feedback** that will be considered in future bargaining sessions.
- ➔ **Stick:** Some of these options will be new and others are Straw Design options that are modified after collecting and reviewing constituent feedback and other information. Others may be existing MOUs for the current school year that we believe are appropriate to move into the new contract.
- ➔ **Brick:** These come AFTER we collect feedback on the Straw and Stick Designs. Other information (i.e. fiscal) may also need to be reviewed and discussed. This phase represents a fairly firm confidence in the option and typically leads to a tentative agreement.

A Stick Design for Your Review

The Story:

- ➔ The District must provide a balanced budget for 2012-13 by June 30, 2012.
- ➔ IUSD's actual funding from the State will not be known until November ... 5 months into our fiscal year.



- 2012-13 funding for IUSD is dependent upon the passage of the Governor's tax initiatives in the November election.
 - If the tax **initiatives pass** ... estimated funding to IUSD = about the same funding as in 2011/12.
 - If the **initiatives fail** ... **estimated cut** to IUSD = **\$10.4 million** (\$370/ADA) plus an additional \$1.1 million proposed cut to transportation. The total cut to IUSD would be \$11.5 million.
- IUSD is *required to plan* a budget based on the *worst case scenario* ...
 - Tax initiatives fail
 - An \$11.5 million cut in funding on January 1, 2013
- In preparation for the potential loss of \$11.5 million, the District has implemented a spending freeze and is utilizing one-time reserves, reducing the shortfall to approximately \$5.5 million.

Stick Design:

- 7 furlough days for the 2012-13 school year
- Furlough days implemented between February and June 2013
- Reduction in salary would be spread equally across the remaining pay periods
- The potential furlough dates will be negotiated
- The bargaining teams will continue to monitor the State budget
- The teams will meet to finalize the actual number of furlough days required ... if any ... once our actual 2012/13 funding is known.

It is our hope to reach an agreement that will inflict as little pain as possible on each and every one of us. Mid-year cuts will require huge adjustments to the IUSD budget and also, in all probability, to your own budget. Please prepare yourself.

Summary of Tentative Agreements to Date
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- **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 7 – 12 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:

<u>Years of District Experience</u>	<u>Rate of Pay</u>
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 members 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

ITA Bargaining Team:

- Anne Caenn, Chair, Venado Middle School
- Sonia Kearney, Deerfield 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

District 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:

- John Fogarty, Assistant Superintendent, Fiscal Services
- Susana Lopez, Director, Fiscal Services
- John Rajcic, Labor Consultant
- Ruth Romero, Confidential Secretary, Human Resources