



ITA/IUSD Negotiations Update

◆ April 24, 2014 ◆

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

The parties met on March 28, 2014. The following issues were addressed:

- **IUSD Budget Update**

John Fogarty, Assistant Superintendent of Business Services, presented the IUSD Second Interim Report. The presentation is available for your review at http://iusd.org/board_of_education/documents/SecondInterimPresentation03-18-14.pdf

- **Transitional Kindergarten (TK)**

There was a three-year period for implementation of the TK program in which the entry age for students to the K-12 system was pushed back gradually. The transition is now complete. There are TK classes at IUSD sites where rooms are available. Facilities will continue to be a challenge in IUSD over the next few years.

There is a senate bill to provide a K-12 experience for all four-year-olds which would expand the TK program to younger students. Should this bill pass, the cost of state-wide implementation is estimated to be \pm \$2 billion. There is debate at the State level and we don't expect change for the 2014-15 school year.

- **Class Size in Grades TK – 3**

The Local Control Funding Formula (LCFF), the new economic model for K-12 education, provides funding to help implement lower class size in grades TK – 3. Under the LCFF, the default student to teacher ratio in grades TK – 3 is 24:1, unless a different number is bargained. Districts have until 2020/21 to reach the 24:1 ratio. It is estimated that the cost to reduce class size just in grades K – 3 by two students will cost \pm \$2 million.

- **Staffing in Grades TK – 12**

Lower class size across all grades is a high priority for all the stakeholders in the IUSD education community. The school board members want to let the LCAP process conclude before making decisions. There will be an opportunity for public comment on the LCAP document at the Board of Education meeting on June 4, 2014. The Board will adopt the final LCAP at their meeting on June 24, 2014.

- **Health Benefits Update**

The update reflected that:

- It has been a good year to date and all indicators are that the year should end with the required reserve intact.
- In an effort to perform its due diligence, the BMB has directed the consultants to go out for bids. The Requests for Proposals (RFPs) are due back in May.
- There is still uncertainty about how the Affordable Care Act (ACA) will affect health benefits for the part-time employees and substitutes.

- **Reopeners for 2013/14**

There was preliminary discussion about the commitment to reopen compensation for 2013/14 if additional State funding came in to the district this year. At this time, no additional funding has been received from the State for 2013-14 under the LCFF funding Model.



- **Special Education**

We have been working on issues related to special education for quite a while. Discussion continues regarding the myriad and complex issues related to special education programs and delivery of services. We have been discussing many factors as it relates to special education and general education teachers, including IEPs, case load, work load, prep time, etc. We share a common interest to address these complex issues and are working on options.

- **Shared Contracts**

There was discussion about the Shared Contract Application form. Part of the Shared Contract Application form requires that the two unit members indicate:

- Which one of them will receive the health benefits package attached to the shared position and
- What type of compensation the other unit member will receive from the unit member with the benefits package.

On occasion, principals have been called upon to settle disputes over these agreements. The district does not want to be involved with that part of the process. The District will look to modify the application to capture this interest for the 2015-16 school year. There will be no changes to the Shared Contract proposals for the 2014-15 school year.

- **Interest Based Bargaining Approach Training**

There was discussion about members of the ITA and IUSD bargaining teams who are not fully trained in the IBB process participating in a possible training for the CSEA bargaining team and the IUSD team that bargains with them.

- **Next Steps**

The parties are scheduled to meet again on April 28, 2014 and June 9, 2014.

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 M.S.
- Lauren Pipp – Bonita Canyon Elementary
- John Valerie – Irvine H. S.

ITA Team Support:

- Laurie Atkinson, Executive Director
Irvine/Tustin Teachers UniServ
- Tim Jamison, President
Irvine Teachers Association

IUSD Bargaining Team:

- Eamonn O'Donovan, Asst. Supt., H.R.
- Monica Colunga, Principal, Irvine High School
- Lisa Kadam, Principal, Eastshore
- Lynn Matassarini, Principal, Sierra Vista M.S.
- Rena Thompson, Director, H.R.

IUSD Team Support:

- John Fogarty, Asst. Supt., Fiscal Services
- Susana López, Director, Fiscal Services
- John Rajcic, Labor Consultant
- Ruth Romero, Confidential Secretary, H.R.