

# ITA/IUSD Negotiations Update ◆ April 5 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 agreement on the 2012/13 Calendar and Compensation is dependent on the passage or failure of the tax initiatives in the November 2012 elections.

*On March 22, 2012, ITA and IUSD reached a Tentative Agreement to deal with the requirements of IUSD's adoption of a balanced budget for 2012/13. The District's budget for 2012/13 must be built to address 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.*

*This tentative agreement will be part of the ratification packet for the election that will be run after the spring break.*

### **Tentative Agreement 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 at least November ... five (5) months into our fiscal year.
- ➔ 2012-13 funding for IUSD is dependent upon the passage of the Governor's tax initiative in the November election.
  - If the tax **initiative passes** ... estimated funding to IUSD = about the same funding as in 2011/12.
  - If the **initiative fails** ... **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 about \$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.

#### **Options:**

- ➔ To address the potential \$5.5 million deficit the following are some of the options that were considered:



- Increases to class size in grades 7–12 = the loss of about 24 teacher positions
- Increases to class size in grades K-6 = the loss of about 11 teacher positions
- Reduce general fund contribution to the supplemental counseling program = the loss of about 4 counselor positions
- Additional reduction of materials/supplies budgets at all sites
- Reduction in stipend amounts
- Eliminate IUSD contributions to Science, Music and Art
- Eliminate release time for Athletics
- Up to seven (7) furlough days = about .5% loss of pay per day

#### **The Terms of the Tentative Agreement:**

- Up to seven (7) unpaid non-work days (furlough days) for the 2012-13 school year
- The seven (7) furlough days are May 28, June 13, 14, 17, 18, 19, and 20, 2013
- The Staff Development Day on October 15, 2012 will be moved to May 28, 2013
- In the event of restoration of furlough days, the first days to be restored will be May 28 and/or June 13. Thereafter, the days shall be restored in sequential order starting with June 14
- Reduction in salary due to furlough days will be spread equally across the remaining pay periods
- The bargaining teams will continue to monitor the State budget
- The bargaining teams will meet in November and December 2012 once the status of any tax initiative is known, to determine the actual number of furlough days needed to meet IUSD's budgetary obligations

### **Ratification Election**

ITA will run a ratification election after the spring break. Included will be agreements that were signed in the form of MOUs last spring and in fall of this year. ITA Site Reps will announce the election at the sites once they receive the election materials.

#### **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