

# ITA/IUSD Negotiations Update

♦ June 14, 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.**

As you know ... we remain in a state of fiscal uncertainty for the 2012/13 school year. If anything, the budget outlook is worse than when we sent out the last Joint Communiqué.

- State revenues came in lower than were projected for last quarter.
- School Finance experts and the Legislative Analyst's Office are projecting further cuts in public school funding.
- The potential per student ADA cut to IUSD should the tax initiatives fail has grown from \$370 per ADA to \$441.
- If no tax initiative passes, and state revenue continues to lag ... IUSD will sustain an additional cut of a projected \$12.2 million, resulting in the full seven (7) furlough days, which equates to an annualized reduction of approximately 3.8%. This reduction would be reflected on each paycheck from February through June 2013.
- 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.

As we set our personal budgets for next school year, we must be realistic. If there are furlough days, we won't have the luxury of spreading out the financial hit to our paychecks as we have in the past. In a worst case scenario, 7 furlough days would be in about five months, which is roughly 1.4 days pay lost per month. We recommend that you plan accordingly.

### **Tentative Agreement Ratified**

The following was ratified by ITA members and the IUSD School Board:

- 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 (most likely February through June 2013).



## Bargaining Goes On ...

The bargaining teams met on Monday, June 4, 2012. The following Tentative Agreement regarding Mandatory Meetings was signed off:

### *Article 10 – Working Conditions*

#### *Mandatory Meetings*

- *The expectation is that staff meetings should last no more than ninety (90) minutes.*
- *At the elementary and K-8 sites, there shall be a minimum of ten (10) “Early Out Wednesdays” scheduled for use at the discretion of the unit members.*
  - *The dates of those Wednesdays shall be decided upon on a site-by-site basis*
  - *A schedule of all mandatory meetings shall be forwarded to the IUSD Department of Human Resources*
- *District management shall raise awareness with principals about the purpose of meetings and the spirit of this agreement.*

*This Agreement shall be enacted as a Memorandum of Understanding for the 2012/13 school year and shall be included in the next ratification election.*

Most of the day was spent on issues and interests related to Special Education. There was much discussion about workload and the structure of the instructional delivery model for Special Education students, and the impact on Special Education and General Education teachers.

The following bargaining dates were scheduled:

- September 27, 2012
- October 19, 2012
- November 9, 2012

#### **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

#### **ITA Team Support:**

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

#### **IUSD 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

#### **IUSD Team Support:**

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