



# ITA/IUSD

## Negotiations Update

August 21, 2013



## The District and the Association have reached a Tentative Agreement for 2013/14!

Thanks to our interest-based approach to bargaining, we can all begin the 2013/14 school year knowing that bargaining is settled, and for the first time in many years there is an enhancement in our compensation.

An ITA General Meeting will be held on Tuesday, 9/17/2013, at 3:45 p.m. at Canyon View Elementary School. The ratification vote for ITA members will take place in September at your work sites. Following is a summary of the agreements.

### Compensation

#### ➔ Salary Schedule

For the 2013/14 school year ... the 2012/13 Salary Schedule shall reflect a 2% increase on all elements of the schedule. The 2% increase and retroactive pay (retroactive to July 1, 2013) will be reflected on your October 31 pay warrant. Beginning with your November pay warrant and going forward, the 2% increase will be reflected on each pay warrant you receive.

#### ➔ One-time off schedule payment

On your February 2014 pay warrant, you will receive a one-time payment of 1.7% of your 2013/14 salary.

### Health and Welfare Benefits

#### ➔ District Contribution for Health Benefits

The annual District contribution for benefits will increase from \$9,622 per employee, to \$10,143 per employee.

#### ➔ One-time contribution to Benefits Reserve

There will be a one-time contribution by the District to the health benefits reserve fund, to help offset the increased cost of benefits for the coming year.

***These two agreements result in a total compensation package of 4.6%  
(2.6% ongoing, 2% one-time)***

### Other Agreements

- ➔ Meet and negotiate any unanticipated additional revenues.
- ➔ Reduce from 40 to 20 days of differential pay before using Catastrophic Leave Bank for the 2013/14 school year.

#### ITA Bargaining Team

- Alan Simsovic, Co-chair – NHS
- Sonia Kearney, Co-chair – Deerfield Elem.
- Trish Dugdale – Rancho MS
- Lauren Pipp – Bonita Canyon Elem.
- John Valerie – IHS

#### ITA Team Support

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

#### IUSD Bargaining Team

- Eamonn O'Donovan, Asst. Supt., H.R.
- Susie Kemp, Principal – Canyon View Elem.
- Lynn Matassarini, Principal – Sierra Vista MS
- Rena Thompson, Director, H.R.
- Jason Viloria, Principal – WHS

#### IUSD Team Support

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