

DUTA/DUSD Negotiations Summary
November 17, 2014

Present: Len Foreman, Ron Sherrod, Lance Smith , Karla Rigsbee, Alison Brigham, Sheyanne Shanks, Davis Van Arsdale, Becky Bill.

Budget Update:

Ron presented a Department of Finance (DOF) Gap Funding document and a School Services of California (SSC) Gap Funding document. Both documents show incorporating one-time budget revisions - Mandates \$62,589 and MAA \$104,920. The DOF document (likely more accurate than the SSC estimate) shows an Ending Fund Balance of \$764,372 in 2014-15, \$423,925 in 2015-16, and \$314,882 in 2016-17. It was noted that the projected ending fund balance in 2016-17 of \$314,882 is below the 4% required ending fund balance of \$350,301 for that year. Ron explained that in the future the District will likely choose *Block Grant* versus *Mandates*: it is more of a sure thing for budget planning.

Progress for 2013-14 Contract Article Discussions

Article 16 (page 35) Employee Benefits

Item # 16.8 *Retirement Incentive Program.*

The District presented an amended proposal...

1. The District will determine whether or not it is offering an early retirement incentive by January 20 of each school year.
2. The District will communicate this decision to DUTA when it is made.
3. The following applies in years when there is no retirement incentive offered by the District: Certificated employees who notify the District they will retire at the end of the school year by February 1st will receive a \$1,500 early notification bonus.

The Association would like the reported decisions to specifically address consideration of the number of eligible employee's, equated to the cost/savings that would be realized by the district, over a projected number of years, and would also like these projections to be related to the district reserve. The Association also discussed wanting to leave some existing language defining two

possible retirement incentive offerings that have been used in the past, and may be considered by the District as possible options in the future, along with employee eligibility requirements.

DUTA will present a proposal incorporating these ideas at the next negotiation session in December.

Progress with Salary 2013-2014:

9/24/14

- District proposal: 1.5% ongoing money, not retroactive, effective 7/1/14, and 1% one-time money.
- Association proposal: 2.24% ongoing money, retroactive.

10/28/14

- District proposal: 1% ongoing money applied to the salary schedule, retroactive to 2013-14, with the addition of longevity steps 32, 34, 36 to the Certificated Salary Schedule. (Percentage increase to be consistent with previous steps.)

11/6/14

- Association proposal: 1.75% ongoing money applied to DUTA Proposed Salary Schedule 2013-2014 (see attached document) not retroactive to 2013-2014.

Certificated Health Benefits Cap Calculation

There was no further discussion.

Other discussion:

1. Len presented a 2014 Butte County Sub Pay Recap. Durham pays \$80 a day, with an increase to \$100 a day after 20 days. This is much lower than other surrounding schools. The District would like to increase the daily rate to become more competitive with surrounding schools in securing quality substitute teachers, and would like to incorporate a long term pay rate after 40 days, placing the substitute teacher at Step 1 Column 1 on the Certificated Salary Schedule as a temporary employee. This would affect Association members who exhaust sick leave and pay differential pay for a

substitute. We discussed long term disability coverage available for employees; we will get further clarification of what coverage is offered at our next meeting.

2. Len informed us about the progress made on our school internet provider. An upgrade is in the works as the District is switching to Comcast from AT&T. Our internet will be much faster, have a monthly cost \$1,400 (a significant savings from the AT&T monthly cost), with a \$10,500 initial installation fee.
3. We discussed the school's solar project. The District will be installing ground solar panels using a 0% loan grant.

Next negotiation session will be Wednesday, December 3 at 1:15.