

DUTA/DUSD Negotiations Summary
May 22, 2015

In attendance:

<u>District</u>	<u>Association</u>
Len Foreman	Becky Bill
Ron Sherrod	Karla Rigsbee,
(No board-member present)	Sheyanne Shanks
	Davis VanArsdale.

Budget Update:

- District summary, including the May revise, was given by DUSD business manager Ron Sherrod. It was reported that in the May revision that 53.08% of LCFF Gap Funding was received, up from the 32.19% stated in the January budget, as well as one time discretionary funds for 2015-16 came up from 1.1 billion or \$180 per ADA to 3.5 billion or \$601 per ADA. Ron stated that property tax growth increased DUSD funding, and also stated that STRS AND PERS eats up about 25% of that increase.

The Association posed some questions...

- In the current budget, what is 1% equivalent to in dollars?
 - Ron Sherrod reports that 1% in dollars related to certificated money would be \$47,903.
- The ending fund balance for 2013-14 was \$806,746, compared to the 1st interim beginning balance for 2014-15 of \$980,433; the difference between the two balances is an increase of \$173,687. The association sees nearly \$200,000 as a significant difference in money. What caused the significant difference in the two balances?
 - Ron Sherrod reported that an audit adjustment was made and resulted in the added dollars in the 2014-15 1st interim balance.

Contract Proposals 2015-2016

1. **Article 17 – Salaries**

- a. The Association proposed a compensation increase for its members of 9%, effective 2015-16.

This proposal is based on the following financial figures, as provided by the FCMAT calculator for Durham Unified-Second Interim 2014-15, sent to CTA office 4/21/2015.

YEAR	INCREASE IN TOTAL DOLLARS	INCREASE PER ADA
2013-14 <i>No teacher compensation allocated for this year</i>	\$40,420 (0.61%)	\$255 (3.78%)
2014-15 <i>1.75% put on the salary schedule for this year.</i>	\$398,950 (6.02%)	\$507 (7.24%)
2015-16	\$342,460 (4.88%)	\$423 (5.63%)
2016-17	\$175,114 (2.38%)	\$259 (3.26%)

The Association would like the District to provide an increase in compensation equal in percentage to that of the percentage increase “PER ADA CHANGE OVER PRIOR YEAR (as per FCMAT calculator) to the district, including base revenue limit, equalization, deficit reduction, and any other new monies.

From 2013 -2015, District monies increased 11.02 %. (3.78% + 7.24%) DUTA received a compensation increase of 1.75%, leaving a 9.27 % (11.02% - 1.75%) budget increase to the District that was not used for Association compensation

Projections for 2015-17 show a projected funding increase to the District of 8.89%. Based on that projection, and the 9.27% from recent budget years that was not allocated toward certificated compensation, the Association believes the District should agree to increase certificated compensation by 9% in 2015-16. Ron Sherrod responded that “Increase dollars per ADA does not reflect declining enrollment being experienced by the District. The actual increase in total funding from year to year is a smaller percentage when compared to per ADA increases. In addition a portion of the increase must be earmarked for Supplemental Grant activities.

The Association shared that DUSD is behind when compared to compensation increases that other districts are getting. In multiple comparisons, Durham is the 2nd or 3rd lowest paid district.

Compensation Comparison of 14 Area Schools:

- Biggs Unified
- Chico Unified
- Durham Unified
- Golden Feather Union Elementary
- Manzanita Elementary, Gridley Unified
- Marysville Joint Unified
- Palermo Union Elementary
- Paradise Unified
- Oroville Union High
- Oroville City Elementary
- Thermalito Union Elementary
- Williams Unified
- Yuba City Unified

	<u>BA + 30 Step 1 Including Benefits and Salary</u>	
(High \$64,476)	(Durham 12 th /14 \$56,077)	(Low \$51,032)
	<u>BA + 60 Step 10 Including Benefits and Salary</u>	
(High \$88,576)	(Durham 13 th /14 \$71,180)	(Low \$66,136)
	<u>20 Year Earning With Benefits and Salary</u>	
(High \$1,721,423)	(Durham 12 th /14 \$1,451,530)	(Low \$1,370,755)
	<u>Maximum Earnable Including Benefits, Masters, and Salary</u>	
(High \$113,479)	(Durham 13 th /14 \$98,036)	(Low \$90,125)

2. **Appendix B: Extracurricular Schedule**

The Association proposed the following modifications to Appendix B...

- i. Add a Coordinator for WASC...8%
- ii. Increase stipend for Outdoor School Advisors from 1% to 4% (this is in-line with VAPA stipend, and is closer to what other schools provide for compensation of attending teachers)
- iii. On-Staff Coaching Stipends: All stipends will increase the same percentage as the salary schedule increases.

The District suggested also adding a class advisor stipend to the schedule...

- iv. Add class advisor stipends...% to be determined

3. **Article 12– Assignments, Reassignments, and Transfers**

The Association proposed adding the following language to item 12.1...

12.1d: “A unit member who is voluntarily or involuntarily transferred, reassigned, or moving to a different classroom, will be paid by the District for 6 hours, at the member’s hourly rate, to pack and prepare materials that need to be moved. The District will provide boxes, packaging material, and custodial staff to move the member’s materials to the new assignment location.

4. **Article 10 – Leaves**

The Association proposed the following modifications...

10.6 Kin Care Leave

During any calendar year, unit members are entitled to use up to one-half of their annual entitlement to sick leave described in this section to attend to ~~an illness of~~ a child, parent or spouse of the employee.

10.9 Personal Necessity Leave

D. Nothing in this personal necessity leave section will restrict the District from denying personal necessity leave to a unit member when the District determines that a unit member’s absence(s) was not in compliance with this leave section. In disputed cases, the unit member will bear the burden of proof. Under the circumstances outlined above, the unit member shall make every effort to comply with District procedures to enable the District to secure a substitute. ~~Under all circumstances, a unit member shall verify in writing that the personal necessity leave was used only for the purposes stipulated.~~

***I have AB1522: Sick Leave for All” written in my margin notes, but I don’t remember what I was referencing to? Let me know if you remember a context for that.*

**Demand to Bargain – RE: District implementation of two new certificated positions for 2015-16... High School Math Teacher
Academic Support Teacher**

DUTA requested to bargain new certificated positions added by the District in regard to the job descriptions of the positions, as well as any impacts or effects the new positions may pose to compensation related to unit members.

The District submitted its Sunshine Proposal for contract openers:

Article 10: Leaves

- a. Streamline the language to reflect Family Medical Leave Act (FMLA) provisions.

Article 12: Assignments, Reassignments, and Transfers

- a. Streamlining the posting of vacancies assuring that unit members retain their rights to internal positions but allowing the external postings to be made on a faster timeline. (basically to “stack” internal and external posting timelines)
- b. Discuss additional transfer language. (item 12.4 Involuntary Transfers.)
- c. Equitable posting of extra-curricular job posting. (currently some are posted and others are not)

Article 14: Evaluation

- a. Add language allowing site administrators to choose a goal to be evaluated in addition to the goal selected by the teacher.

Article 16: Employee Benefits

- a. Change language providing insurance to employees who have exhausted paid leave (item 16.1)
- b. 50/50 split language

Job Descriptions:

- a. The District would like to update job descriptions.

Other Items:

It was noted that the district website has not updated items related to negotiations since November 17, 2014. After both the District and the Association agree to the written summary, it is the District’s responsibility to put it on the District website.

The next negotiation session is scheduled for June 22 at 9:00 am in the District office.