

DUTA/DUSD Negotiations Summary
June 22, 2015

In attendance:

District

Len Foreman
Ron Sherrod
Ed McLaughlin

Association

Becky Bill
Karla Rigsbee
Sheyanne Shanks
Davis VanArsdale

Budget Update: Ron Sherrod reported budget projections are still very close to the 5.63% projected increase per ADA dollars for the 2015-2016 year, and also stated that the dollar amount earmarked for the Supplemental Grant increase is approximately \$500,000.

District Response to Association Contract Proposals 2015-2016

1. Article 17 – Salaries

- a. On May 22, 2015 the Association proposed a compensation increase for its members of 9%, effective 2015-16.*

The District presented a revenue and expenditure projection. At the current compensation schedules for certificated, classified, and administrative, the net increase (decrease) in fund balance is projected to be \$325,070 dollars at the end of the 2015-16 budget year.

Projecting for a 9% salary increase (51.52% Gap) for all employees in the district, and including a 1.2 FTE increase, the balance projection is (\$268,031) at the end of the 2015-16 budget year. At that rate, the District would enter qualified status by the 2016-17 school year with a fund balance projection of (\$698,233)

While 1% in association costs is equivalent to approximately \$47,903, 1% in costs for all three employee units is approximately \$65,000

The District did not make a counter proposal for a compensation increase. The District referred to continued deficit spending, declining enrollment, and STRS increases. The Association asked the District to come forward with a proposal, again referring the 9.27% increase in District monies from 2013-2015 that was not dedicated to salary, and the new monies projected for the next two years of 8.89 % increase per ADA.



2. **Appendix B: Extracurricular Schedule**

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

- i. *Add a Coordinator for WASC...8% (District agrees)*
- 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)(District asked for more information regarding duties required)*
- iii. *On-Staff Coaching Stipends: All stipends will increase the same percentage as the salary schedule increases. (District agrees)*
- iv. *New Teacher Mentor (Len will draft a description for this position. He envisions it being site based)*

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

The Association proposes 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 also provide boxes, packaging material, and custodial staff to move the member’s materials to the new assignment location.”

Association members who make a personal request to move rooms will also receive boxes, packaging material, and custodial staff to move the member’s materials to the new assignment location, but are not eligible for the 6 hours pay at the hourly rate.

4. **Article 10 – Leaves**

The Association proposed the following modifications...

10.6 Kin Care Leave (District agrees with added language below)

*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. **In disputed cases, the District may request the association member provide documentation.***

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.~~

After discussion, Len will speak with Michelle in the front office to investigate if member selections in Aesop fulfill accountability purposes of the District.

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

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

This was discussed further. These new positions represent 1.2 new FTE sections in the District. These will not affect member compensation as supplemental funds are being used for these positions. Job descriptions will be created during the 2015-2016 school year.

Discussion of District contract openers:

1. Article 10: Leaves

a. Streamline the language to reflect Family Medical Leave Act (FMLA) provisions.
This was discussed; no new language was proposed.

2. Article 12: Assignments, Reassignments, and Transfers

Item 12.2 Notice of Vacancies (pg. 21)

a. The District would like to streamline 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.

Len will write up language to propose for this item.

b. The District wants to look at establishing equitable posting of extra-curricular job postings; currently some are posted and others are not.

What is currently posted every year:

Band, Block D, Girls Block, Academic Yearbook, DIS Yearbook, DHS Yearbook, DHS Athletic Director.

What is not posted:

FFA (school year), FFA (summer), Technology Steward, DES VAPA evening performances, Outdoor School Advisors.

Len wants to look at how and when these postings occur, and will write up a summary of how when this is currently done.

- c. Item 12.4 Involuntary Transfers (pg. 22) The District proposes added language noted in bold under item a. 5...
 - a. *An involuntary transfer may be initiated by the District due to the following:*
 - 1. *Changes in enrollment;*
 - 2. *Staffing shortages or surpluses;*
 - 3. *Modifications, additions or deletions of programs and/or specific verified curriculum needs;*
 - 4. *A verified need for specialized skills;*
 - 5. *A need for improvement in performance as documented by evaluations and where the transfer could benefit the unit member, the students, **and/or the District.***
 - 6. *As a result of layoff pursuant to 'EC 44995.*
- 3. Article 14: Evaluation** (p. 25)
- a. The District would like to add language under item 14.1 allowing site administrators to choose a goal to be evaluated in addition to the goal selected by the teacher, and include *"If the site administrator and evaluate cannot come to mutual agreement they each may choose and area from each section for current evaluation cycle."*
- 4. Article 16: Employee Benefits**
- a. Change language providing insurance to employees who have exhausted paid leave (item 16.1, p. 32)
 - "Unit members who are absent on account of illness and who have exhausted their accumulated paid leave shall continue to receive full insurance coverage to be paid by the Unit member ~~Board~~ for that period of illness not to exceed twelve (12) months following exhaustion of said leave.*
- The team discussed how, after 100 days of differential pay, this would be affected by the Affordable Care Act, and questioned when long-term disability pay would take effect for an employee in these circumstances?
- b. 50/50 split language: The District states that they want to eliminate this language from the contract. The Association asked to see an alternate proposal to take the place of this language in the event it was removed.

Job Descriptions:

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

- b. The District want DUTA to help create these. Len will create a format, then poll people who work in these jobs. A rep; from each site will assist on a committee.