

## **DISTRICT – SBEA NEGOTIATIONS UPDATE**

June 17, 2016

The following summarizes the current status of contract negotiations between the District and our teachers. From the outset, we want to stress that the negotiating teams have met and agreed on a number of important topics. The main sticking point at this time is salary.

The San Bruno Education Association, the union that represents all of our teachers, including classroom teachers, counselors, and school psychologists, has formally requested impasse, which means that a state-appointed mediator will be assigned to assist the parties in addressing the union's concerns over the District's proposal.

For your information, the District has offered a 4% ongoing increase to teachers' salaries, along with a .55% increase based on the addition of one day to the teacher work year for professional training. Together, these increases represent an ongoing commitment of \$435,875 to teacher salaries.

The District has also offered a one-time bonus of \$1,000 per full-time teacher (pro-rated for part time teachers). The District has some one time money – meaning it is not from ongoing funding sources – that it would like to offer to teachers. The union's position is that they want the \$1,000 plus more as an ongoing commitment. The District believes that it would be imprudent to make an ongoing commitment from a source that will expire.

The combined increases offered between last year and this year's offer total approximately 11.34%, representing ongoing new budget commitments of \$1,086,335 for teachers' salaries.

### **The District's Overarching Goals for Negotiations**

The District's approach to negotiations has been and will remain guided by our mission, to educate and empower all students to thrive academically, socially, and emotionally to be contributing members of society, our goal of improving compensation for our valued employees, and our commitment to maintaining fiscal solvency. It is also guided by our Local Control Accountability Plan (LCAP). To that end, the District has invested significant time and energy into ensuring that our valued employees are in fact made a budget priority. This has enabled the District to offer a compensation package that, when added to the 5.59% salary increase for 15/16, would, as noted above, result in over an 11% increase in compensation over the past two years.

### **How We Got Here**

The District and the union began annual contract negotiations for the 2016-2017 fiscal year in March, which included proposals concerning salary, benefits, hours, evaluation, and class size. Since that time, we have met on five separate occasions. After exchanging multiple proposals and reaching conceptual agreement in many areas, the union formally declared impasse on June 8, 2016.

As stated above, we have reached agreement on more proposals than those on which we disagree. As such, we are optimistic that a full and final agreement can be reached in the near future so that raises can be effective as proposed on July 1, 2016. For your information, the proposals currently on the table are as follows:

### **Summary of Current District Compensation Proposal**

- 4% ongoing increase to all teacher salary and longevity schedules
- \$1,000 one-time off-schedule bonus per teacher (prorated for less than full time teachers) (equals an approximate 1.2% increase to the bargaining unit as a whole)
- Add one (1) additional day to the work year for Professional Development with a corresponding additional .55% increase to teacher salary schedules (*conceptual agreement*)

***Total increase to teacher compensation for 16/17 of approximately 5.75%***

### **Current SBEA Compensation Demand**

The union is seeking a 6% total permanent increase to compensation, made up of an ongoing 5.45% increase to all teacher salary and longevity schedules in addition to the .55% ongoing increase to salary resulting from the additional work day for professional development.

### **Areas of Conceptual Agreement**

Again, we have agreed on a number of topics which include:

- Additional day of Professional Development added to the work year beginning with the 2016-2017 school year calendar with a .55% increase applied to all teacher salary schedules
- Increase to compensation for classroom teachers either taking additional students (elementary) or substituting during their preparation period (middle school) to 1/6 of the unit member's daily rate, to be paid monthly

- For occasions when teachers are assigned to provide home instruction to students, they will be paid for one additional hour of preparation time for every five hours they provide direct service to students
- A reduction in the total number and length of required after school staff meetings
- Counselors, Psychologists, and Mental Health Clinicians shall now be eligible for a master's degree stipend and longevity compensation
- 60 unit requirement for teachers to be eligible for longevity compensation without a master's degree to be eliminated