

## REPORT OF GENERAL COUNSEL, SEPTEMBER 16, 2014

### NEGOTIATIONS UPDATE

- We have reached agreement on half of the open issues
  - We have negotiated some great improvements
  - Most of the progress was reached early on.
  - Since July 1, we have only reached agreement on one item – Professional Learning
- The District is very resistant on the remaining items, which are all economic:
  - Restoration of hours and positions: The Superintendent promised, in his LCAP report, to make progress on this front, but Personnel is saying they don't have any authority from the School Board to offer any restoration of hours or positions
  - Health & Welfare: not only did we learn that the District gives PFT and APSM way more health insurance benefits than us (by covering more of the premiums), but we also recently learned that the District promised PFT they would not have their health costs increase during the financial crisis, whereas our out-of-pocket costs have continued to rise. The District admits classified employees are getting less than others, but says it has no authority from the School Board to make any improvements.
  - Vacations: The District is below other Districts in what it offers for vacation benefits. It literally offers the bare minimum allowed by law during the first 3 years of employment. No other school district offers so little in the first three years. The District concedes it could pay for an improvement with the interest that it earns on its cash reserves, but is insisting that any improvement here be taken out of our wage increase
  - School Admin Assistant Range Adjustment: We are pushing the District to fix the inequity of the Elementary Admins making less than the Middle School Admins, and the Middle School Admins making less than the High School Admins. The District so far has not agreed to make the compensation more equitable.
  - Cost of Living Increase: We are insisting that our cost of living increase not be reduced to pay for the District fixing the inequities in Health & Welfare, Vacation, or School Admin Assistants.
- Next steps:
  - We are continuing to negotiate with the District and hoping to make some progress.
  - The District keeps on saying that the School Board is not agreeing to fix the current inequities.
  - If we can't change the school board's mind, then we need to change the school board. This means the November elections will be very important for our negotiations.

## GENERAL COUNSEL'S REPORT

We are working on the following issues:

- Reductions in vacant positions
- ESS sub misclassification
- Retaliation claim against a PSEA member
- Various wage claims
- Personnel Commission issues
  - Rule changes re ESS sub misclassification
  - Issues re Director independence