



USEP BARGAINING UPDATE!

The Union and District teams returned to the bargaining table this week to attempt to finalize all remaining language items and address salary increases for this school year. The SRP team met on Wednesday evening and the Instructional team last night.

After several months of discussion and reviewing the District's budget, Annual Financial Report (AFR) and the District's Health Insurance program results, the Union passed an Economic Proposal that began with a 4.5% across-the-board increase in all SRP and Teacher salaries. The Union also identified several job categories within the SRP unit that needed additional adjustments in an attempt to increase the lowest compensated areas.

The *SRP team* has negotiated improved "personal leave" and "Evaluation" language. The personal leave change will eliminate the need for SRP to cite one of four reasons for a personal leave day - just like the instructional leave process. The SRP team is also discussing improving the "SRP of the Year" language to enable SRP working on this annual program more time to conduct these activities.

The *Instructional team* signed the "Pasco E-School" MOU which will now limit on-site meetings during peak grading windows, as well as the ESEA/ESSA memorandum which provides for reimbursement of certification exams for teachers placed out-of-field in core subjects to now include reimbursement for one attempt plus a "passing" attempt at the Health subject area exam for certification. The USEP team also passed language seeking to establish a "task force on class size" to address the growing concerns around unfilled teaching allocations and subsequent classroom crowding.

The District team returned instructional evaluation language with an addendum (memorandum) seeking to lock in this current year's processes, forms and procedures for three years. However, it was conceded at the table that the proposal as presented DOES NOT allow for the parties to negotiate any subsequent agreement on all evaluation terms. Naturally, the USEP

team and staff remain deeply concerned over the District's unwillingness to continue collaborating through the bargaining process over this system that most significantly impacts working conditions and pay for teachers.

The District will respond in sessions planned for next Wednesday (October 24th) and Thursday (October 25th) and up to now has indicated that state funding will simply not allow significant increases to be implemented. USEP believes that in addition to new state funding which may be higher than the original stated number due to additional students, there is money available from last year's operations (annual roll-over), excess money from the District's Health Insurance program and other cost savings ideas that the School Board has suggested for consideration.

Tentative plans have been made to return to the bargaining table shortly - stay tuned!

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