



Bargaining Update: Week of 10/29/2018

The USEP Bargaining Teams returned to the table this week to continue the discussions/negotiations over remaining language items and potential salary increases. The meetings were productive and the goal is to reach an agreement, if possible, soon!

SRP Bargaining

On October 29th, the SRP Bargaining teams returned to the table to address 2 final pieces of language and to exchange “economic proposals”. The parties signed off on Article VII, Section F - Evaluation which will ensure greater accountability of the evaluation process for all SRP. The only remaining contract language proposal is in Article VII - Section O - School Related Person of the Year. USEP is seeking to bring this process in line with the instructional contract in terms of the days required to conduct the entire District SRP of the Year process.

The District then passed its first Economic Proposal of the year and offered a 1.50% increase in recurring salary increases for all SRP. They also agreed to maintain the Health Insurance contributions **unchanged** for the 2019 insurance year. USEP responded with an offer of 3.75% increase in recurring salary increases and continues to advocate for a **non-recurring bonus** for all eligible SRP enrolled in one of the District’s Health Insurance plans as it believes there is a surplus in these programs for the 2017 plan year as well as continued surplus in 2018. The District has not yet addressed this proposal and the School Board and District negotiators will need to review all pertinent financial information prior to making any counter proposals.

Instructional Bargaining

On October 30th, the instructional bargaining team returned to the table. Though evaluation language was not a focus of this particular session, the parties remain at odds over the need for details of the evaluation process in the instructional master contract. USEP continues to review

the District's latest proposal (10/18/18), which does not incorporate details of the observation process into language but would freeze the current evaluation system for three years.

The District team provided a memorandum addressing schools identified for Differentiated Accountability (DA) based upon the school grade. For 2018-2019, there are six elementary schools on the West side of the county which have been tagged for DA. In addition to targeted professional development for all instructional staff, the memorandum requires academic achievement improvement plans for teachers at these schools whose state VAM fall below Effective and establishes specific transfer requirements for teachers in DA schools. The USEP team is reviewing the proposal.

Some progress was made in economics as the District and USEP exchanged offers over the table. The District presented a counter-proposal amounting to a 1.5% increase on the instructional payroll, striking the additional improvements to compensation that USEP proposed two weeks ago. USEP responded with a proposal seeking 3.75% increase to the total instructional payroll and reincorporated the previously proposed ideas including adjustment of the pay for performance formula to increase share value for Grandfathered (PSC) teachers, restoration of the .2 for teachers giving up planning during the student contact day for an added period of instruction, and use of surplus health insurance funds for one-time bonuses.

The teams committed to returning to the table as quickly as possible.

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