

USEP

United School Employees of Pasco



UNION STRONG!

Impasse Update

April 25, 2017

Time Considerations

- State Law requires an acceptance or rejection of a Special Magistrate's decision within 20 calendar days of receipt.
- SRP decision rec'd by certified mail at USEP on Friday, March 31st.
- Response to recommendations had to be communicated by last Thursday, April 20th.

Review of Dates

- USEP declared Impasse on November 9, 2016, after 7 months of contract bargaining;
- District would not move off of their 2.65% salary increase proposal;
- Union/District held 2 bargaining meetings after the declaration, and the District later responded with an increase to 2.68%;
- USEP & District selected Special Magistrates in January of 2017.

Impasse Hearings

- SRP Hearing was held on February 28th. The Special Magistrate was Kenneth Starr;
- Hearing ran close to 10 hours and was held at the District Office complex;
- Jim Ciadella was the Chief Spokesperson for USEP – the District used a Labor Attorney to argue their case;
- USEP called 2 witnesses – Alison Spears, IA, and Lee Beville, Bus Driver and USEP SRP Vice President.

Impasse Hearings

- Instructional hearing held on March 7th. The Special Magistrate was Mark Lurie.
- Hearing also ran over 10 hours and was held at the District Offices;
- Val Smith was the chief spokesperson for USEP, and the same Labor attorney argued for the District;
- USEP called 2 teacher witnesses – Mike Aday and Connie Gourley.

Magistrate Decision

- SRP hearing “brief” was submitted to the SM on March 17th.
- SM recommended decision received on March 31st – USEP has 20 calendar days to formally accept or reject the recommendations.
- Instructional hearing “brief” was submitted to the SM on April 4th and the recommendations arrived on April 18th. We will have 20 calendar days in which to accept or reject.

SRP Recommendations

- Salary Increase - SM recommends the District provide a 3.0% increase across-the-board, retroactive to July 1, 2016. (Union – 3.35% and District – 2.70%)
- Transfer/Reassignments – SM recommended that the District implement a transfer procedure that emphasized “district seniority” but added clean attendance and behavioral record;
- Leaves of Absence – SM recommended the District’s proposal of concurrent LOA to a maximum of 110 days.

Instructional Decision

- Salary increase of 2.70% (though SM understood the need to do more)
- Annual Contract – agreed with District position that there is no need since non-reappointment is rare and unfair practice can be grieved;
- Leaves of Absence – agreed with District position to restrict or limit leave provisions

District Discussion

- USEP and District reps met on Friday, April 14th.
- District suggesting terms to settle the entire impasse matter for both units;
- District calculated total employees eligible for salary increases (earned a year of service credit in the 2015-2016 SY) to see how many people left and therefore not eligible – this provides additional dollars.
- District confirms that there has been enough employee turnover to provide a pool of money to increase the overall increase to 3.0% for SRP and “approx. 3.0%” to teachers.

Discussion Con't

- Other proposals:

Instructional:

** Suggesting we implement the salary adjustments (3.0%) and “wash” the other 2 proposals. No change!

SRP:

** Transfer/Reassignments – agreement to open as “mutual” proposal this summer and develop improved terms for SRP transfers.

** Leaves of Absence - District proposal with diminished rights would be implemented. Concurrency implemented.

SRP Settlement Details

Economics: 3.0% + increased insurance contribution

- retroactive to July 1, 2016
- Current year retirees eligible

Transfer/Reassignments – Reopen as mutual in 2017-18

Leaves of Absence –Accrued leave & FMLA concurrent w/guarantee of extended insurance coverage

Article VII, Working Conditions – 7th paid holiday for year-round

Article VII, Section B – moved Electronic Job Ads into language

Article III, Implementation – moved Directory and Printing of Agreement into language

SIGNED MOUs:

- SRP Workplace Committee
- Maint Dept Shirt Program
- FNS Training Compensation
- School Choice Employee Preference
- Transportation Committee
- Ed Professionals/IAs Career
- Development Program
- NNB and Admin Settlement Review
- SRP Compensation Committee
- Dress Code for Trans, Fac/Maint, Dist
- FNS Safety Apparel
- Retention of Finger Prints

Instructional Settlement Details

Economics: approximately 3.0% + increased insurance contribution

- retroactive to July 1, 2016
- Current year retirees eligible
- Board to contribute \$250,000 for differentiated supplements

Article III, Section A – moved Electronic Directory and Printing of Agreement into language

Article VII, Section E – moved Electronic Job Ads into language

SIGNED MOUs:

- Voluntary Coverage Process
- DA Schools Training
- Pasco's Virtual Instruction Program
- School Choice Employee Preference
- K-12 Reading (PLC MOU)
- University Minnesota Math Project
- Expanded Homeroom/Skinny Period
- ESEA/NCLB
- Retention of Fingerprints

Decision Time !

- USEP Executive Board reviewed and is recommending to this body ratification of this year's Instructional and SRP settlements.
- Rep Council must take a vote to determine whether or not to recommend to the entire membership ratification of the Instructional and SRP settlements.
- **NOTE:** If contracts do NOT ratify, the School Board will have the final decision and can impose settlement terms less favorable to what is not “on the table!”
- Questions? Discussion?
- Time to VOTE !!

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