

CCFT - CCUSD

Negotiations Update

October 11, 2016

A Joint Communiqué from the Bargaining Teams ...

Summary of October 11th Negotiations Meeting

On October 11th, your bargaining teams completed a very successful negotiations session in which we discussed and reaffirmed a number of key issues:

- This year's currently bargained raise of 6% will be applied to all stipends and schedules.
- In elementary and middle school, every Wednesday of the 16-17 school year will be on an Early Release schedule, including December 14th, March 22nd, and June 7th. In high school, March 22nd will be included as an Early Release Day. All other planned Early Releases shall remain the same.
- We will be creating a Joint Salary Schedule Committee to review the structure of our salary schedule, and understand how its current configuration compares to other districts. (The target date to form this joint committee is January, 2017.)
- We are in the fifth year of our shared compensation goal of having our salaries and benefits at the median of the 47 districts in Los Angeles County. As districts settle their negotiations, we will continue to review our progress in accordance with our neighbors throughout the county.

Issues relating specifically to the Office of Child Development were addressed as well. The Collective Bargaining Agreement has not been updated in several years and it was mutually agreed that the contract needs to address current teacher-student classroom ratio guidelines outlined by the state. Additionally, we need to clarify some of the contract language that addressed split shift assignments, work schedules, breaks and prep time.

The team agreed conceptually about the use of cameras in the classroom and language that will address concerns about privacy and evaluation. Any agreement that is made will also be reviewed by ACE and MACCS for additional input. Cameras in the classroom affect all of our stakeholders. When we are all in total agreement, the MOU will be signed by all three units.

Professional responsibility was also a topic during the Negotiations session. Wednesdays are reserved for professional development, and teacher attendance at PLC meetings is essential to our collaborative culture. It is agreed by all parties

that PLC time is part of the professional work day for teachers, and is aligned with our district's overall instructional focus.

We also discussed retirement-related issues. For those who are interested in retiring this year, there will be a Retirement Workshop on October 20th at 4:30pm in the District Office Board Room. Particulars as they relate to individual STRS and PERS contributions and service years will not be discussed, however we will explain health and welfare and the overall retirement procedure at this meeting. Additionally, the teams discussed the possibility of offering a retirement incentive.

Next Steps

A Partnership Lunch is scheduled for October 21st to review our shared relationship goals as they relate to all district teachers and staff.

Our next Negotiations Meeting is scheduled for November 15th.

CCFT Team: Dave Mielke, Natalie Gualtieri, Casey Chabola, Carmen Campos, Pamela Greenstein, Kevin Cronin

CCUSD Team: Leslie Lockhart, Mike Reynolds, Kim Indelicato, Lisa Cooper, Tracy Pumilia