

TEA/TUSD Negotiations Update 8/15/2011:

All summer, representatives of the **TEA** Bargaining Team and leaders of **TEA** have been **negotiating** with the district to address and change language that was *imposed* on June 14th by the TUSD Governing Board. We also had many discussions about how important it was for the district to present accurate information when addressing employee groups.

The participation of leaders and members throughout the summer made a difference. Based on the outcome of our negotiations, we believe the district understands the importance of including TEA input in decision making. Negotiations effect our work environment and the importance of negotiating in good faith with TEA.

TEA and the district signed a Memorandum of Agreement which was presented at the August 9th TUSD Board Meeting. While we must trust that the district will follow through on their commitment, TEA members must stay vigilant and expect nothing less. As was said during the call to the audience at the TUSD board meeting, this is only the beginning, and how the district proceeds together with TEA will determine if the district is committed to collaborating with us.

Below are the important updates from negotiations:

- 1) TEA and TUSD will follow the 2011-2012 Agreement approved by the TUSD Governing Board on 6/14 and subsequent MOAs.
 - a. TEA and TUSD will create a policy for recommendations of improvement.
 - b. TEA and TUSD will create a policy for guidelines for the RIF process.
- 2) TEA will follow the ratification procedures for the 2011-12/2012-2013 agreements and subsequent MOAs once the 2012-21013 agreement has been negotiated.
- 3) TEA and TUSD will establish written procedures for negotiations and follow the negotiation articles in the employee agreements.
- 4) TUSD will not open articles during negotiations for the 2012-2013 Agreements.
- 5) TEA will have the option to open 4 articles for each agreement during the March 1 negotiation period.
- 6) TEA and TUSD will address salary inequities that will begin July 1st 2012.

Other areas addressed:

- 1) 3% Increase to annual salary.
- 2) Agreed to maintain 7.5 work day hrs.
- 3) Entire PD allocation will rollover into the next fiscal year and TEA and TUSD will jointly publish the Professional Development criteria by September 1, 2011.
- 4) Employee medical benefit contribution shall be ~~9.5%~~ 5% of \$5007.