

**DISTRICT UPDATE  
ON ESTA NEGOTIATIONS  
April 28, 2015**

On February 24, 2015, East Side Teachers Association (ESTA) and the District commenced negotiations on a successor contract. ESTA proposed a three-year contract. The District sunshined a one year contract. Bargaining sessions were held February 24, February 25, February 27, March 23, March 25, April 13 and April 21, 2015.

The teams reached tentative agreements on the following;

- Appendix B - which will increase the rate paid to resident teacher substitutes (increased to \$43.93) and extra period assignments (increased to \$48.50) by 10%.
- Class size overages in moderate-severe special education classrooms. The District shall begin compensating teachers of Moderate/Severe SDC students for class size overages.
- A new Special Education Class Size Waiver.
- An MOU was signed regarding PE Department Chair stipends beginning in 2016.
- Leveling of out-of-pocket maximums across all three health plans.
- Article 26.14 - The District shall provide the bargaining unit member all district benefits through July 31, provided the bargaining unit member has completed the terms of the contract (date change due to school-year end date).

The District agreed to continue to cover the full cost of medical, dental and vision coverage for 2015-16.

The District presented data on the state mandated increase to STRS. A 1.85% increase in the STRS rates for each of the three years of the contract would result in a District contribution to STRS for certificated employees of an additional 1.85% each year.

ESTA increased STRS contribution results in a 1.05% increase in each of the three years of the contract (8.15%, 9.20%, and 10.25%). The STRS employee contribution increases from \$80 per \$1,000 earned, to \$81.50, \$92.00, and \$102.50 respectively.

<b>STRS</b>	<b>2014-15</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017-18</b>
District Rate	8.88%	10.73%	12.58%	14.43%
ESTA Rate	8.15%	9.20%	10.25%	10.25%
Cost (ESTA only)	\$9,073,092	\$11,101,142	\$13,218,128	\$15,411,603
<b>Increase</b>		<b>+\$2,028,050</b>	<b>+\$2,116,986</b>	<b>+\$2,193,475</b>

ESTA and the District agreed to develop plans to educate bargaining unit members on future effects of the increased STRS contribution (AB 1469) for bargaining unit members as well as the Affordable Care Act regulations “Cadillac tax” that go into effect January 1, 2018.

Additional data available on:

CALSTRS Factsheet

[http://www.calstrs.com/sites/main/files/file-attachments/ab\\_1469\\_factsheet2014\\_08222014.pdf](http://www.calstrs.com/sites/main/files/file-attachments/ab_1469_factsheet2014_08222014.pdf)

Overview of Assembly Bill 1469 (AB 1469)

[http://www.calstrs.com/sites/main/files/file-attachments/calstrs\\_2014\\_funding\\_plan.pdf](http://www.calstrs.com/sites/main/files/file-attachments/calstrs_2014_funding_plan.pdf)

The teams have agreed to form a Certificated Evaluations Task Force. The task force will begin collaborative work to research current educational policies and practices for certificated evaluations. The findings of the research will include a pilot of proposed systems. A complete report will be submitted to each bargaining unit chief negotiator for consideration in future negotiations. It is anticipated that the work of the subcommittee will last approximately six months. The Task Force Team members are Mike Winsatt (AH), Kim Schaupp (OG), Paul Kilkenny (EC), Maureen Burt (MP), Martha Brazil (OG), Noemi Ramirez (SC), Jenner Griffin-Perez (PH) and Glenn van der Zee (EC).

ESTA proposed a three-year plan to restore class sizes (all) to 29 students.

Year one, 2015-2016, restore class size to +1, plus 6.5% on-schedule salary increase;

Year two, 2016-2017, restore class size to +0, plus 5.0% on-schedule salary increase;

Year three, 2017-2018, restore class size to 29, plus 5.0% on-schedule salary increase.

The District initially proposed to establish a goal of equalizing all departmental class sizes at 32, with the exception of PE which would be 42. To accomplish this goal, the District proposed to make additional one-time dollars received in 2016-17 and 2017-18 from Mandate Reimbursement Revenues (excluding common core or restricted portion) available for class size reduction. To begin the progress toward this goal, the District proposed for 2015-16, “plus 2” for all departments whose class size was 30 or more, with those at 29 or less remaining at “plus 3.” ESTA declined offer.

The District proposed to restore all class sizes to “plus 2” for the 2015-16 school year. The District has no salary increase proposal at this time.

The next bargaining session is scheduled for May 11, 2015. The governor’s May revise will clarify the District’s financial position and help to inform about the funds available for contract negotiations.