

# Fairfield-Suisun Unified School District

## **FSUSD NEGOTIATIONS UPDATE #2 Fairfield-Suisun Unified School District's Update on 2019-2020 Contract Negotiations With F-SUTA**

### **FSUSD AND F-SUTA CONTINUE NEGOTIATIONS PROCESS District Presents District-Wide Collaboration/Planning Proposal As a Basis for Open Discussion of Options And Evaluation Revision/Review Committee**

#### **Introduction**

This is FSUSD's second Negotiation Update for 2019-2020 contract negotiations between the District and the Fairfield-Suisun Unified Teachers Association (F-SUTA). The District will distribute the Negotiations Update after meetings with F-SUTA to inform our community on the progress of negotiations.

Bargaining teams for FSUSD and F-SUTA held their second and third negotiations sessions on April 1 and 3, 2019. Highlights of the meetings are as follows.

#### **DISTRICT PROPOSALS**

**District-Wide Collaboration/Planning Time:** The District's major goal for these negotiations is to provide collaborative planning time to all teachers (beyond what already occurs in restructured schools). The District believes this will support the academic growth of all students. The District's proposal included the following:

- Equitable allocation of the days for administration use, teacher directed collaboration/planning, and grade level/cross grade level/department collaboration and planning.
- Prohibition on holding regularly scheduled meetings (e.g., IEP, SST or staff meetings) during teacher collaboration planning time.
- No school wide parent conferences during teacher designated time unless staff decides otherwise.
- No regularly scheduled activities during this time that prevent staff from participating in collaborative planning.

**District Open to Discussing All Options:** The District emphasized it is "wide open" to working with the F-SUTA team on this subject to create a sustainable and meaningful model. As part of this flexible approach, the District mentioned options such as:

- Crafting a memorandum of understanding (MOU) to "try this out," and

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- Enabling restructured schools to continue their models as long as staff elects to do so under current contract language.

F-SUTA Response: Will discuss the District's proposal/options with its leadership and respond to the District at the April 11 negotiations session.

**Evaluation Revision/Review Committee:** The District proposed an MOU calling for the District and F-SUTA to work "together to explore and design a new evaluation process that is beneficial to both unit members and administrators, is easily understood, and promotes professional development and growth rather than over-emphasizing compliance with technicalities." Committee recommendations would be subject to negotiations and ratification by both parties.

F-SUTA Response: Will discuss this proposal with its leadership and respond to the District at the April 11 negotiations session.

**Assignment and Transfer:** The parties continued to work on updating this Article to better reflect current practice and to modify the voluntary transfer timelines to conform to existing law which prohibits any internal preference over outside candidates after April 15, for transfers which are for the following school year.

**Class Size:** The District responded to F-SUTA's proposal by offering to reduce some contractual class size numbers and to provide maximum student contacts under the TK-8 "Elementary Model," the latter of which would allow teachers to continue to share and regroup students, implement team teaching or use a "core setting" approach. The District also proposed:

- Clarifying grade levels and corresponding maximum student contacts under the "Secondary Model."
- Holding off on discussing Special Education issues until the Special Education Task Force completes its work (F-SUTA proposes the same).
- Allowing permanent teachers at secondary schools with three years of experience (currently it is five) to voluntarily teach six periods per day under the contract ("six fifths"). F-SUTA expressed opposition to this change.

**Organizational Security [Agency Fee]:** After exchanging proposals to update language in light of the recent Janus decision and new California laws, it appears the parties have reached agreement on this Article.

**F-SUTA PROPOSALS:** In addition to proposals on Assignment and Transfer and Organizational Security, F-SUTA proposed the following:

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**Compensation – 15% Pay Increase:** F-SUTA proposes a “15% salary increase over the next three school years at a 5% increase per year.” When asked for their reasoning behind this proposal, F-SUTA stated the District could afford it, and that it was needed to improve comparability in salaries, the latter of which has occurred for District principals.

**Fringe Benefits –Fully Paid for All:** F-SUTA proposes that “Effective July 1, 2019 the District will provide full composite benefits to all unit members.” F-SUTA has not calculated the cost impact of this proposal.

**Class Size** The proposal included:

- Generally, lower class sizes and student contacts than proposed by the District.
- For purposes of counting towards class size maximums, F-SUTA proposes to count “English Language learners and Students with IEP’s other than Speech and Language” as 1.5 students.
- Require “unit member approval to team teach, core replacement, and regrouping.”

**Workday** F-SUTA’s proposal included:

- 310 instructional minutes in 6-8 (Elementary Model) to include passing time (maximum of two for core instruction).
- Increasing elementary unit member preparation time within the school day from the current 250 minutes over 10 days to 200 minutes over five days.
- Specifying that “No meetings or other duties shall be assigned during this preparation period [for elementary and secondary] without the agreement of the unit member.”
- Requiring preparation time at K-8 schools to be the same as the Elementary Model.

**Leaves**

- Grant unit members unlimited use of sick leave to care for the serious illness or injury of family members as defined by contract.
- Require the District to pay 100% of the cost for the full-time release of a unit member to serve as Association President.

**Next Sessions: April 11 and 12, 2019**

**FSUSD Bargaining Team**

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**F-SUTA Bargaining Team**

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# Fairfield-Suisun Unified School District

## DISTRICT CORE VALUES FOR NEGOTIATIONS

**Purposeful Planning Through an Equity Lens Resulting in Student Success:** We support the success of all students by:

- Refining and enhancing quality educational programs through collaboration, high quality instructional practices, and intentional planning
- Providing strong educational opportunities that include the participation of families and employees that result in improved student outcomes

**Promoting Fiscal Responsibility and Budgetary Coherence:** We will protect and preserve the fiscal health of the District by:

- Investing in programs and activities that align directly with student success
- Engaging in direct, transparent, open and honest conversations that address the realities of state and local economies based on current and reliable data
- Investing resources in a transparent manner to provide a comprehensive educational program while maintaining long-term fiscal solvency in the best interests of our students, staff and community

**Professional Growth and Development to Enhance Student Success:** We believe in and are committed to building an educational community where:

- Employee efficacy, thoughtful communication, effective instructional practices and targeted professional development positively impact student success
- Highly skilled and effective employees provide layers of support that impact students' personal and academic growth
- We foster a collegial work environment that increases employee job satisfaction and staff retention

**Respect for All:** We promote respectful professional relationships by:

- Developing and strengthening sustainable partnerships that tap the collective resources of all stakeholders
- Responding to the voices and expressed needs of our students
- Valuing and honoring our employees and their commitment to our students and their families
- Building collaborative, respectful relationships with employees in furtherance of long-term agreements that result in positive labor relationships

**Constructive Communication:** We believe in building positive relationships by:

- Demonstrating integrity and transparency to achieve unity of purpose and mutual trust
- Assuming the good intentions of all parties and taking collective responsibility to resolve issues and concerns that impact the delivery of quality education to students
- Committing to a productive, collaborative, problem-solving collective bargaining process that focuses on the issues
- Using objective information and data to inform decision-making to yield mutually acceptable outcomes that align with and support our core values