

# Fairfield-Suisun Unified School District

## **FSUSD NEGOTIATIONS UPDATE #3 Fairfield-Suisun Unified School District's Update on 2019-2020 Contract Negotiations With F-SUTA**

### **DISTRICT MAKES FIRST SALARY OFFER: INCREASE SALARY SCHEDULE**

**2% EFFECTIVE 7/1/19 OR 3% EFFECTIVE 1/1/20**

### **District-Wide Collaboration Time Remains District Top Priority**

### **District Proposes New Self-Evaluation Option for Permanent Teachers**

#### **Introduction:**

This is FSUSD's third Negotiations 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 fourth and fifth negotiations sessions on April 11 and 12, 2019. Highlights of the meetings are as follows:

**District Proposes Salary Increase:** Citing its Core Value of "Promoting Fiscal Responsibility and Budgetary Coherence" and other criteria, the District's first salary proposal to F-SUTA offered two options: 1) a 2% ongoing salary schedule increase effective July 1, 2019, OR 2) a 3% ongoing salary schedule increase effective January 1, 2020. The ***full text of the District's proposal*** is included at the end of this update.

**District-Wide Collaboration Time:** The District restated its primary goal in these negotiations is to establish meaningful and relevant District-Wide Collaboration Time that is productive and rewarding for teachers and students. The District emphasized that even if the parties agree on a salary increase, it will be extremely difficult to reach a complete settlement of negotiations without significant commitment to, and advancement on, its goal for collaborative planning.

F-SUTA reported the direction of its Executive Board is to gather data and research indicating the impact of collaboration time on improving student achievement. The Association also stated it would consult with its Executive Board as to what an acceptable collaboration model might look like through a teacher lens. Both parties will report back on this subject when negotiations resume.

# Fairfield-Suisun Unified School District

**District Proposes New Self-Evaluation Option:** F-SUTA rejected the District's proposal to form an evaluation subcommittee to research and make recommendations for revising this article. The F-SUTA team stated it saw no reason to form this committee because the current evaluation system is seen positively by members. The Association noted, however, that it would listen to District proposals made at the bargaining table.

In response, the District proposed adding a "Self-Evaluation Option" which could be selected upon mutual agreement of a permanent teacher and site administrator. Under this option, a teacher would be able to self-identify evidence of their advancement on selected CSTP Standards and their "ability to instruct, build relationships, and engage students in advancing their academic, socio-emotional skills and advancement towards graduation."

**District Proposes Use of Sick Leave to Care for Family Members:** There is currently a one-year agreement between the parties allowing unit members to use up to 75% of their accrued sick leave to care for an ill family member when taking state or federal family leave. Prior to this one-year agreement, only twelve sick leave days could be used for this purpose. F-SUTA proposed increasing this to allow use of 100% of accrued leave "for the serious illness or injury of a family member" as defined much more broadly than by state/federal law.

In response, the District proposed to include permanent language in the contract to allow unit members to use up to 75% of their accrued sick leave to care for a family member under a state or federal family care leave. The District also clarified that if this occurs, the unit member could still be eligible to use the Catastrophic Leave Bank to care for a family member even though they have not exhausted all of their accrued sick leave.

**Assignment and Transfer:** Both parties exchanged proposals on this Article and appear to be progressing toward agreement except for a proposal by F-SUTA that provides "If a vacancy has only one applicant in district after completion of [on-site and District-wide posting procedures]...the unit member shall be given the voluntary transfer." The District expressed its strong concern to F-SUTA that this would significantly impact if not negate a site administrator's ability to affect or influence building a cohesive site instructional team.

**F-SUTA Class Size Proposal:** The negotiations team received copies of the "Special Education Task Force Final Report" dated April 8, 2019. F-SUTA's latest proposal began to incorporate some information from this Report. Both parties agree, however, that further review of this Report is warranted before proposals on this Article can be completed.

In remaining areas, FSUTA maintained most of its prior proposals to reduce class size, but modified its previous proposal to count English Language Learners (ELL) and most special education students as 1.5 students for purposes of counting against contractual class sizes. F-SUTA's new proposal is:

# Fairfield-Suisun Unified School District

“A Student Opportunity Factor” of 1.5 will be assessed to adjust class size for English and Math classes in grades 4-12 (except Co-Teaching Classes) in both Secondary and Elementary Models for all student subgroups in the red zone as identified in the California Department of Education Dashboard.”

The District expressed serious concerns regarding the feasibility of implementing F-SUTA’s proposal due to the manner in which the Dashboard identifies students and the cost implications of counting students as 1.5 in a myriad of classroom settings.

## **ARTICLE 22 SALARY AND FRINGE BENEFITS**

**This proposal is based on the following criteria:**

- **The District’s Core Values, including “Promoting Fiscal Responsibility and Budgetary Coherence.”**
- **The uncertain nature of the 2019-2020 State Budget, since only the Governor’s Proposed Budget has issued and more precise information will not be known until the May Revised Budget.**
- **The ambitious level of raises proposed by the Association for the current and subsequent two fiscal years.**
- **The bargaining unit cost is estimated to rise by the equivalent of a 2.5% to 3.5% salary increase before any negotiated salary increase due to state-imposed increases in the District’s contribution to the State Retirement System (STRS), and Step and Column costs (annual movement of teachers on the salary schedule).**
- **The current Cost of Living Adjustment (COLA) for school districts is 3.46%.**

**Based on the above, the District proposes as follows:**

### **22.1 Salary Wages**

**The District offers F-SUTA a choice between the following two options:**

**OPTION A: Effective July 1, 2019, the 2018-2019 salary schedule shall be increased by two percent (2.0%) *OR***

**OPTION B: Effective January 1, 2020, the 2018-2019 salary schedule shall be increased by three percent (3.0%).**

# Fairfield-Suisun Unified School District

## **22.2 Fringe Benefits**

**The District is open to discussing with F-SUTA whether a portion of the compensation increase proposed above should be reallocated toward increasing the District's contribution toward the cost of medical benefits.**

---

**The District proposes a three-year Agreement with mutually agreed upon reopener negotiations over Article 22 for the 2020-2021 and 2021-2022 school years.**

**Next sessions: May 15 and 23.**

### **FSUSD Bargaining Team**

Robert A. Martinez, Ed.D.  
Mike Minahen  
Michelle Henson  
Cindy Brown  
Kristen Cherry  
Greg Dannis, Esq.

### **F-SUTA Bargaining Team**

Stephanie Cobb  
Louise Jacob  
Elaine Yasonia  
D.J. Bowen  
Yolanda Mitchell-Blacknell  
Steve Savage, CTA Labor Representative

## **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



# Fairfield-Suisun Unified School District

**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