



# YCTA BARGAINING UPDATE:

## *May 10, 2012*

Today was a confusing, disappointing day in bargaining. After our last meeting with the District, we thought we were making progress toward a settlement. YCTA had submitted a set of proposals that we thought would bring us close to a settlement. The District's oral communication seemed to indicate that both parties were moving forward to achieve a settlement.

Today, however, we received the District's proposal. It was as mystifying as it was frustrating. Much of their proposal was even further from our proposal, and even their previous counterproposals.

Here are some of the items in The District's mystifying proposal:

### **Site-Based Decision Making**

We thought we would reach resolution regarding site based decision-making. At our last session, we gave the District a thoughtful proposal that addressed the interests of our unit members by changing current contract language and providing all unit members an opportunity to vote, including absentee voting. Because the outcome of site-based decision-making is a waiver of contract language, we included procedures to ensure the integrity of the process.

Today, the District proposed eliminating site-based decision-making for minimum days for the next two years. The District acknowledged the divisive nature of the process that had been used almost exclusively for minimum days. They proposed replacing it with mandated minimum days for all sites K-12 that would have increased workdays for unit members up to 20 minutes every day.

### **Mandatory Minimum Days for Collaboration at every school** except AP

The District minimum day proposal would mandate

Grades 1-5	—	40 minimum days 315 minutes per day increased to 335 minutes
Grades 6-8	—	20 minimum days 325 minutes for 6 <sup>th</sup> grade increased to 349 minutes 340 minutes for grades 7-8 increased to 349 minutes No prep periods, but instead a longer day
Grades 9-12	—	20 minimum days for RVHS 37 minimum days for YCHS

The content of the collaboration on at least half those days would be directed by the administration. Longer days with no additional compensation and...

### **Up to 5 furlough days**

Throughout the year, the District's position has been status quo with respect to salary. To our surprise, attached to the end of the District's proposal this morning was a "Budget Solution" – furlough days, which amount to pay cuts of up to 2.75%.

After some questioning and discussion, both sides agreed that we should move forward with additional negotiation time. We will meet with the District again on Friday, May 25.

Our team has been negotiating for more than a year to reach a settlement. Given our lack of progress, we have opted to ratify the items on which agreement has been reached so far. We anticipate doing so on Tuesday, May 22.

**WE WILL NEED YOUR SUPPORT TO MAKE MORE PROGRESS.** The District has stated multiple times that they have no interest in changing the Contract. We need your support to encourage the District to address the issues that YCTA has brought forth to take care of the people taking care of our students every day. We have brought forth very reasonable proposals intended to address issues important to our membership.

#### **YCTA Bargaining Team – 2011 - 2012**

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