



ITA/IUSD Negotiations Update

◆ May 31, 2023 ◆

A Joint-communiqué written by the ITA and IUSD Negotiations Teams

The negotiations teams met on February 10, March 17, April 19, and May 18

The Highlights

Once compensation was settled for the 2022-23 school year, the teams shared information and considered solutions to a number of issues. This is groundwork for future negotiations.

The process involved developing the story around an issue by gathering facts, data, input, etc.; identifying problems to be solved; and generating possible options that meet mutual interests. These common interests generally include staff morale, fiscal stability, transparency, clarity, workload, etc.

Agreements

The teams signed a memorandum of understanding (MOU) for a unique circumstance about outdoor science for staff who extended their stay in the mountains due to bad weather in the early spring. In addition, the teams signed an MOU to allocate coaching shares for two new CIF sports at the high school level, flag football and beach volleyball.

District Budget for 2022-23 and State and District Budget for 2023-24

Business services provided regular updates to the teams on the progress of the budget with first and second interim reports on revenues and expenditures for the current year. There was also a regular update on the development on the State budget for 2023-24 which began with the announcement of the proposed Governor's budget in January and the May Revise to this proposed budget. The May Revise has just been released and the teams are assessing the impact of this budget information. The final State budget must be approved by June 30 each year.

Special Education

The teams invested significant time developing an understanding of the working conditions of special education staff, with a focus on workload, time, preparation, IEP process, staff and student needs, etc. This included ITA sub-committees of teachers and their representatives meeting directly with special education directors to share input and ideas. The situation is complex; education specialists work in a variety of programs PK – adult education.

Advisement and Tutorial

The teams shared information about the impact of tutorial, advisement, and home room on working conditions for part-time staff.



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Staff Development Hours

There was discussion about the 12 staff development hours and their implementation in new secondary school bell schedules. There was also conversation about professional learning and what types of activities are included in the 12 staff development hours.

Leaves

The teams worked on the types of leaves provided in the Education Code and those provided in the contract between IUSD and ITA, including leaves for absences related to family members.

IUSD Virtual Academy and San Joaquin

The teams discussed IVA and San Joaquin enrollment patterns, current and future program design, and the impacts moving forward for staff.

Secondary Shares

The teams spent considerable time discussing shares for athletic coaches and co-curricular activities at the secondary level. This work is on-going.

Future Bargaining Dates

The teams scheduled bargaining dates from August to February, 2024.

ITA & IUSD Negotiations Teams

ITA Negotiations Team:

- Trish Gilpin, Rancho San Joaquin M.S.
- John Valerie, Irvine H.S.
- Nora Seager, University High School
- Molly Van Deventer, Deerfield
- Benny Li, Health Services
- Jenina Morada, Canyon View

ITA Team Support:

- Sonia Kearney, ITA President
- Michael Stone, CTA Labor Rep

IUSD Negotiations Team:

- Eamonn O'Donovan, Asst. Supt., H.R.
- Susan Holliday, Director, H.R.
- Kevin Astor, Principal, University H.S.
- Deanna Rutter, Principal, Stonegate Elem.
- Michael Georgino, Principal, Jeffrey Trail

IUSD Team Support:

- John Fogarty, Asst. Supt., Business Services
- Laurie Serich, Director, Fiscal Services
- John Rajcic, Labor Consultant
- Kambra Strout, Confidential Assistant, H.R.