Negotiations with SUTA

Compensation and Benefits
On January 27, the District offered an on-going salary schedule increase, as well as a one-time off-schedule payment, along with a statement for our certificated staff members. The January 27th proposal is noted below. After the conclusion of a 7-hour negotiation session on February 15, the District continues to await receipt of SUTA’s counteroffer for compensation and benefits.

Re-cap of District Offer:
The District offered **2.25% on the salary schedule**, and the following statement was given to the bargaining team:

“To recognize the commitment of the Selma Unified staff to the students and community through a challenging pandemic, the District governance team, comprised of the Board of Trustees and the Superintendent, offers the following to its certificated staff through the Selma Unified Teachers Association, a one-time, off-schedule payment of:

**5% of base pay**, exclusive of stipends, calculated after the salary schedule has been approved for 21-22.

**A minimum payment of $3,000**, recognizing the work of those certificated unit members who are at the beginning of their careers.”

SLPs & School Psychologists
The District provided a counterproposal to create a separate, five-step pay scale for SLPs and to increase the steps for School Psychologists from three to five.

The District also indicated that language on the salary schedule should reflect what occurs in practice in that SLPs, School Psychologists, and Nurses receive the Special Education stipend, in addition to RSP and SDC teachers.

Certificated Employee Evaluations
The District and SUTA exchanged two proposals each regarding evaluations. The only clause in this article that has not been conceptually agreed upon pertains to Section 17.

Section 17 indicates the following: “Events, incidents, or other areas of concern which may impact a unit member’s formal evaluation shall be discussed with the unit member within seven (7) days of the date the prime evaluator became aware of the event, incident, or area of concern.”

Knowing that circumstances may arise when either a unit member or prime evaluator may be absent for an extended period of time, both the District and SUTA have been exchanging language to account for extended absences.

The District’s last proposed language added the following sentence: “Should the unit member or the prime evaluator be unavailable, the prime evaluator, or his/her designee, shall communicate
the concern via email within the same seven (7) day period.”

The SUTA negotiating team ended the negotiation session without offering a counterproposal.

Peer Assistance and Review (PAR)
It was previously incorrectly reported that a conceptual agreement had been reached on this article. As with the Evaluations article, there is one outstanding clause that has not been conceptually agreed upon.

Background information presented to the SUTA negotiating team:

The District no longer operates an Induction program.

FCSS is now in charge of final selection and hiring of Mentors (Induction Support Providers).

As the employing entity, FCSS may add additional employment criteria for Mentors.

SUTA and the District exchanged one proposal each on this article. The District’s most recent proposed language included the following sentence: “Should the employing entity change qualifications for the Mentors, the parties agree to meet and negotiate the effects of those changes, as needed.”

As with the Evaluation article, the SUTA negotiating team ended the negotiation session without offering a counterproposal.

New CTA Labor Representative
The District welcomes Christine Rowell as the new CTA Labor Representative. Ms. Rowell joined the SUTA negotiating team during negotiations on Feb. 15.

Future Negotiations
The District and SUTA will be coordinating schedules to get additional negotiations dates on the calendar.

As noted in a previous Negotiation News, in the best interest of the students in Selma Unified and for the continuity of instruction, the District invoked the clause in Article II, Negotiation Procedures, which states, “Negotiation sessions shall be scheduled alternately between release time and non-duty time.”

SUTA responded by indicating their team is available between 6-8 .M., which constitutes non-contractual hours.