Negotiations with SUTA

SUTA and District negotiating teams met Thursday, March 3 to continue contract negotiations.

SUTA’s Proposal to the District
SUTA accepted the District’s last proposal on Certificated Evaluations and a conceptual agreement was reached on that article.

Additional articles still being negotiated include: Class Size; Compensation and Benefits; Hours and Assignment; and Peer Assistance and Review.

Article X Class Size: SUTA proposed that class sizes for high school physical education should be capped at 55 and removed from the list of class sizes for traditionally large group instruction.

Article XVI Hours and Assignment: SUTA proposed that six Tuesdays a year be used for preparation and planning, unencumbered by the District. SUTA also proposed language to modify the section on duty-free lunch schedules for K-6 teachers. Current language in the contract states that in emergency situations, teachers could be required to provide supervision during their duty-free lunches.

SUTA’s proposal included language to compensate teachers for participation in any IEP occurring during their prep time. SUTA proposed that no more than two subjects be taught in the same period at Heartland Continuation. Finally, SUTA proposed that itinerant teachers who carry a specific caseload of students would not be assigned to more than three school sites.

Article XXII, Peer Assistance and Review: SUTA agreed to insert a phrase to clarify that if the employing agency for Mentors changes the qualifications noted in the contract, SUTA has the prerogative to bargain the effects of that decision. The office of the Fresno County Superintendent of Schools is now the employing agency for Mentors (Support Providers).

For Compensation and Benefits, SUTA proposed a 6.25% increase on the salary schedule and a 3% increase in Health and Welfare benefits.

SUTA agreed to the separate, five-step salary schedule for Speech Language Pathologists and the additional two steps on the Salary Schedule for School Psychologists that the District proposed on January 27. SUTA proposed that language be placed on the salary schedule to clarify how School Psychologists are paid when they move to the certificated salary schedule to ensure payment for a 195-day work year.

SUTA proposed a $2,000 stipend for dual immersion teachers and proposed to create two ELD Department Chairs, one each at ALMS and SHS.

District’s Proposal to SUTA
The District agreed to the following components of SUTA’s proposal, contingent upon SUTA accepting 2.25% of ongoing compensation on the salary schedule and a one-time, off-schedule payment of 5% of each unit member’s annual base salary calculated after the 2.25% increase and exclusive of stipends, with $3,000 being the minimum amount received:
• Class size maximum of 55 for high school physical education classes
• $2,000 stipend for dual immersion teachers
• Language on the salary schedule specifying salary calculations for School Psychologists
• Three Tuesdays per year for grading and report card preparation, set by the District at the beginning of the year and otherwise unencumbered
• Removal of language requiring K-6 grade teacher supervision in the case of lunchtime emergencies
• Itinerant unit members with assigned Special Education caseloads shall not be assigned to more than three sites

**SUTA’s Counterproposal to the District**
SUTA accepted the District’s proposal with one additional contingency: the off-salary schedule compensation proposed for 21-22 shall be replicated for 20-21 for any unit member who was employed during the 20-21 school year; 5% off-schedule with a guaranteed minimum of $3,000.

**Next Steps in Negotiations with SUTA**
SUTA’s most recent proposal will be presented to the Board of Trustees during Closed Session. This item is always listed on the Board agenda as “Conference with Labor Negotiators”.

**Future Negotiations**
The next negotiations session with SUTA is scheduled for Thursday, March 10.