SUTA-SUSD Negotiations
September 20, 2022

Superintendent Shepherd Attends First Session
The Sept. 20, 2022 negotiation session opened with Dr. Marilyn Shepherd addressing the SUTA and District negotiation teams.

Dr. Shepherd shared the District/Board of Trustee Goals for 2022-2023
- Academic Achievement
- Mental Health - Well-Being - Positive School Culture
- Accountability, Transparency & Communication
- School Safety
- Fiscal Stability/Facility Improvements

Proposed Salary Increase by District
Dr. Shepherd stated that she and the Board of Trustees worked together to develop a proposal that recognizes the important work of the certificated staff and their critical role in increasing student achievement.

The District proposed an 8% salary increase to the SUTA Negotiation team: 1% retroactive for the 2021-2022 school year; plus an additional 7% for the 2022-2023 school year. The District reviewed the current District budget along with multi-year projections for the next two years to determine an appropriate salary increase, considering the declining enrollment Selma Unified has experienced (see chart below).

Because enrollment and average daily attendance drives funding, each loss of a student significantly impacts the District’s general fund. After reviewing the budget and forecasting enrollment scenarios for the future, the District determined a 7% salary increase would not only recognize teachers and their essential work for SUSD students, but also allow the District to maintain current services to students through a multitude of programs: intervention, SEL, reduced class sizes, increased Special Education Services, social-emotional support, mental health services and more.

District said that the 2021-2022 ending budget balance was higher than expected, and therefore the 1% retroactive salary increase was proposed.

Dr. Shepherd also proposed to SUTA that should the District receive any additional unrestricted revenue during the current fiscal year, the District would pass on to SUTA members their proportional share. The District reviewed with SUTA the proportional share formula used by school districts to determine this calculation. The District and SUTA would enter into an MOU for this process.

SUTA Salary Proposal
SUTA countered the District’s proposal with a request for an increase in the salary schedule of 21.85% and an additional 1% retroactive for the 2021-2022 school year for a total 22.85% increase.

SUTA noted that the District made changes to benefit contributions for other employees, ensuring all employees received the same amount of District support ($14,800). SUTA proposed an increase in the District contribution for SUTA members for health and welfare benefits from $14,800 to $16,725 per employee. The total SUTA-requested increase in salary and health and welfare benefits is 23.55%.

<table>
<thead>
<tr>
<th>Year</th>
<th>Enrollment</th>
<th>ADA</th>
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<tbody>
<tr>
<td>2019-20</td>
<td>6,258</td>
<td>5,966.42</td>
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<td>2020-21</td>
<td>6,050</td>
<td>5,965.87</td>
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<td>2021-22</td>
<td>6,001</td>
<td>5,316.15</td>
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<tr>
<td>2022-23</td>
<td>5,876</td>
<td>5,720.88</td>
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<tr>
<td>2023-24**</td>
<td>5,876</td>
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The District will continue to negotiate with SUTA and all represented and unrepresented groups on salary increases for the 2022-2023 school year along with equitable benefit packages for eligible employees.

**District Proposals**
The District also introduced proposals for the following Articles:

- **Article VII: Grievances** – the District proposes that the language in the contract remain status quo recognizing the importance of keeping the informal grievance process intact to allow concerns/grievances to be handled respectfully and in a timely manner.

- **Article XVI: Hours/Assignment for Foggy Days** – the District proposed that when a Foggy Day is called for bus transportation, that school sites would remain on a regular schedule. Maintaining regular school hours is intended to decrease the loss of student learning and professional learning opportunities, minimize disruption to classroom instructional schedules, and lessen the burden on students and their families.

- **Article XVIII: Safety** – The District addressed two items in this Article. 1) included language in the Safety Article to address driving conditions during foggy weather; 2) the District responded to a prior SUTA proposal on the concerning the make-up of the District Safety committee.

**SUTA Proposals**
SUTA introduced proposals for the following Articles:

- **Article V: Association Rights** – requesting financial documents with timelines.

- **Article XIII: Summer School and Adult Education** – addressing posing of summer positions, class size and classroom budgets

- **Article XVIII: Safety** – addressing personal property, replacement of air filters, water testing, and timelines for work orders.

**Upcoming Negotiations Sessions**
October 11, 2022
October 19, 2022
November 3, 2022
November 16, 2022
December 6, 2022