



## COMMUNICATION UPDATE

### 2016-2017 Negotiations UPDATE and Important Information between District and TRUE

Tuesday, August 30, 2016

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The Leadership Team continues to support communication and transparency in the system by providing updates to our employees.

#### **1. August 3<sup>rd</sup> and 4<sup>th</sup> Professional Development Compensation MOU:**

On Thursday, August 25, 2016, the District emailed information to all Certificated Staff informing you of the agreed upon Memorandum of Understanding (MOU) that modified the rate of pay for all who attended the August 3-4, 2016 Professional Development Days. Employees will now receive his or her daily rate of pay or the Summer Rate of pay (whichever is higher). Payments will be issued September 9, 2016.

The District stated in that Negotiations update that a similar MOU proposed by the District in December 2015. This communication is to correct miscommunication disseminated by TRUE regarding the contents of that MOU as represented in an email by Kristin Finney. **The MOU presented by the District to TRUE Leadership beginning in December 2015 was for VOLUNTARY attendance (participation was not mandatory) for 1% compensation. This is supported by emails with TRUE Leadership which included the following:**

- ***“The Parties agree that TRUE members shall attend two (2) additional Professional Development Days August 3, 2016 and August 4, 2016. The two-day *voluntary Professional Development...*”***

The reason given for declining the MOU in January was that the Leadership of TRUE wanted the MOU incorporated into negotiations. TRUE, as the Exclusive Bargaining Representative for the unit, has yet to bring this proposal relative to the August 3<sup>rd</sup>/4<sup>th</sup> Professional Development pay to the District during any of the negotiation sessions held.

#### **2. Salary Determination Letters:**

Salary Determination Letters will be sent out at the end of October. This is to ensure Employees who have earned additional units to move over on the salary schedule have had time to submit the units in accordance with the September 1<sup>st</sup> (completion of units date) and (the correct) **OCTOBER 1<sup>st</sup> due date** to Human Resources per Article 13.4 of the Collective Bargaining Agreement.

#### **3. VAPA Prep Time Grievance:**

A resolution/settlement was reached at the conclusion of the mediation in regards to this specific grievance and is not precedent setting. The settlement requires that the language be clarified during negotiations. The settlement DID NOT include agreed upon resolution for the future; nor did it include dates that need to be accounted for in relation to prep time. The District has signed the agreement and awaits a response from TRUE's President.

The District will continue to provide and clarify information and updates to employees to support communication and transparency in the system.