



Negotiations Update

Teacher Negotiations Public Update:

Feb. 22, 2018

To the Twin Rivers USD School Community,

The district and Twin Rivers United Educators (association) met Tuesday, Feb. 20, for a day of discussion and negotiations.

Background, Data and Facts– Both the district and association agree that we must share and discuss important information, including (partial list) details on class size, finances, operational costs, etc. In our previous meetings we outlined the information and data needed, and the district provided a detailed binder of information to the association. The association is asking many good questions on behalf of its members, and the district is striving to answer these questions in detail and with available trend data. Some key information pages can be found at ([Information link budget personnel](#)) and ([Join our Team](#)).

Area of Interest – The association requested information on district plans to meet the needs of our students with special needs, population, staffing, and budget trends. The district continues to gather information to answer all questions. The district proposed to increase teacher representation on this team so that special education topics districtwide could be addressed with a thoughtful eye on classroom instruction and student learning. ([Article 18 proposal rational](#))

Length of Agreement – The association suggested this round of negotiations should yield a one-year agreement. However, the district prefers a three-year agreement. Negotiations can be time consuming, and keep educators from their classrooms. The district would like to arrive at a multi-year agreement, so everyone can return their full attention to student needs. The association respectfully heard the district's preference.

Memorandum of Understanding (MOU) Regarding AB 119 – Signed into law last year, this bill outlines that unions shall have access to members for purposes of outlining the benefits of union membership. The association and the district had earlier outlined an MOU on this topic, and yesterday the association proposed including the language into the contract. See link below to MOU.

(http://www.twinriversusd.org/depts/files/561/AB1119_MOU_8.17.17.pdf)

Stipend Positions – The district reviewed all stipend-paid positions, e.g. athletics, sixth grade overnight trip supervisors, etc., with the goal of distributing the funds efficiently by (a) removing positions that are no longer utilized, and (b) redistributing the stipend funds to existing positions, thus increasing the stipend

pay. The association requested additional information and time to study the proposal. The district is honoring this request. ([Article 9 proposal rational](#))

Leaves – The district provided draft language to align our contract language with state and federal laws, e.g. eliminating the language “maternity” leave to be replaced by “parental” leave. We seek to expand the definition of how and when leaves may be used and the appropriate use of personal necessity leave. The association will present their counter offer in our next session. ([Article 6 proposal rational](#))

Safety – The association presented a safety article modification requesting the installation of specialized inside locks on every classroom door. The district understands and shares a commitment to safety and is reviewing the proposal.

Next Steps – We will meet again Wednesday, Feb. 28, 2018, at the district office.

We appreciate the time and positive contributions made by all members of the negotiating team.

Sincerely,

The District Team:

Gina Carreón

Bill McGuire

Sara Noguchi

Lori Grace

David Robertson

Jim McLaughlin

