



February 27, 2018

GUSD - GTA Negotiations Update

Information About Contract Negotiations: Staff, Parents and Community

Negotiating Teams

MANAGEMENT TEAM

James M. Harrell
Superintendent

Steve Henson
Asst. Superintendent
Instructional Services

Jennifer Kiff
Director of Business
Services

Jason Rubin
Director of Human
Resources

Theresa Ungaro
Executive Assistant

Tina Card
Administrative Assistant

GTA TEAM

Clay Harvey
Lead Negotiator
BSA – Teacher

Julie Nagy
CVHS– Teacher

Bill Corum
MLHS – Teacher

Jake Fuller
SLS – Teacher

Michelle Perez
SLS - Counselor

Kelly Kohtz
CTA

Mutually Agreed Upon Impasse

The negotiating teams met 9 times over the past 15 months and jointly participated in two budget presentations, but still have not been able to reach a fiscally responsible solution. To expedite the process, Gateway USD and GTA leadership asked the Public Employment Relations Board (PERB) to certify that we are at impasse so we could benefit from a neutral mediator to facilitate future talks. This is a normal part of public school labor negotiations, and hundreds of school districts have used mediation to narrow their differences and clarify the issues in dispute. We are asking PERB to assist as we try to reach common understanding of facts with GTA leaders. Gateway USD is committed to reality-based bargaining in an atmosphere of mutual respect, honesty, and open communication.

The following is a summary of Gateway USD's proposals:

- 1.5% salary increase (retroactive to July 1, 2017). This would equate to a 19.8% increase in salary since the 2013-14 school year.

School Year	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018 *	Total
Ongoing Salary Increase in addition to Step & Column	2.3%	4%	5%	7%	1.5%	19.80%

* Gateway USD Proposed

- Gateway USD offered one-time monies, off the salary schedule, for 2017-18. GTA leaders responded with "**GTA is not in agreement with one-time monies**".
- Gateway USD contributions to State Teacher's Retirement (STRS) are projected to increase by \$224,000 from 2017-18 to 2018-19. This is equivalent to a **1.87%** salary increase.
- A one-time increase to the retirement incentive from \$2,500 to **\$10,000** provided the parties enter into a tentative agreement by **March 6, 2018** with 13 eligible retirees during the period of the 2017-18 and 2018-19 school years.
- Improved sick leave language to provide greater flexibility to bargaining unit members.
- Further definition related to prep-periods in order to ensure intervention, credit recovery and elective courses are available to students.
- The 2018-19 school calendar that aligns with neighboring districts to maximize student transportation efficiency. This will help parents and staff plan ahead for school events, vacations and to accommodate childcare needs.

NEXT STEPS

- ✓ Gateway USD and GTA leaders will be assigned an impartial mediator by the Public Employment Relations Board.
- ✓ The mediator will meet with Gateway USD and GTA leaders to suggest resolutions to broker a settlement.
- ✓ The mediator's recommendations are private and non-binding without the authority to compel an agreement.