

Negotiations Update 3/1/24

Compensation and Benefits (Article VI & Appendix H): In February, the District presented this counterproposal for compensation:

- 23-24: 3% on-schedule increase, their original offer was 2%
- 24-25: 2% on-schedule increase with a restructuring which would affect some members, especially new teachers

PAEA countered with this proposal:

- 23-24: 6% on-schedule increase
- 24-25: 5% on-schedule increase, PAEA's full restructuring plan (30 steps to 19 steps), and a 2% off-schedule bonus for members who don't immediately benefit from this restructuring

PAEA's latest proposal underscores our commitment to our students by ensuring the District's substantial reserve funds are directed towards recruiting top-tier educators and staff. By investing in the best teachers and staff members, we not only prioritize the success and well-being of our students, but also uphold our resolve to foster an environment of excellence and achievement.

At the end of the communication, you can find a summary of all proposals and counterproposals so far on compensation and a summary of economic and budget figures guiding our work.

Working Conditions (Article XIII): The District presented a counterproposal for Working Conditions.

The district proposed language adding "Teacher prep time and release days shall take place at the school site." They feel that being in one's classroom during prep time as well as before and after school is part of a teacher's professional responsibility. We believe that teachers work above and beyond their regular hours and should have the professional discretion to manage their responsibilities during the work day. Accordingly, PAEA struck those lines in our counter proposal.

We introduced language that helps ensure teachers assigned to co-teaching will have as much notice of the assignment as possible. The district was amenable to our position that teachers have no more than two co-teaching preps each semester.

We are close on language for special education release days. The district proposed language including only K-5 special education case managers are entitled to four release days per academic school year. We responded with language that included access to this time for "all special education unit member case managers who provide direct special education support."

The district struck all presented language providing teachers with additional leave if they suffer an assault or battery by a student. They also struck the entirety of a section PAEA proposed that would have helped protect students and teachers from violent behavior in classrooms. We steadfastly maintain our belief that ensuring the safety of both students and teachers remains our foremost concern. Students learn best when they feel secure at school.

We are at a point regarding outside school hours meeting compensation that we have offered compensation for anything over 4 hours per semester. We await their response.

Class Size (Article IX): The District presented a counterproposal for Class Size.

The district struck our proposed language that would have calculated class size averages for grade 6-12 classes by course. They also struck our proposal that would have provided remediation measures for grade 6-12 classes directly to the classroom teacher. PAEA countered with language that would reduce most secondary class size averages from 28.5 to 28 and calculate such averages by department instead of by school.

The district offered a caseload cap of 26 students for Ed Specialists/RSP/Mild-Moderate educators. Currently, most sites have caseloads under 20 students but a few have much higher numbers. We pushed back asking for lowering the caseload cap to 24 with an average of 22 across sites. It is critical all our students access proper and effective support. Our proposal is budget-neutral because we are only asking for language that will codify current practice.

Compensation and Benefits Summary

PAEA Proposals		District Counter-proposals	
Oct. 2023	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 8% on-schedule ○ Restructured salary schedule 	Jan. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 2% on-schedule, 1% off schedule ○ Minor salary schedule changes ● 24-25: <ul style="list-style-type: none"> ○ 2% on-schedule, 1% off schedule
Jan. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 6% on-schedule, 2% off schedule* ○ Restructured salary schedule, part 1 ● 24-25: <ul style="list-style-type: none"> ○ 5% on-schedule, 1% off schedule 	Feb. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 3% on-schedule ● 24-25: <ul style="list-style-type: none"> ○ 2% on-schedule, 1% off schedule ○ Minor salary schedule changes

	<ul style="list-style-type: none"> ○ Restructured salary schedule, part 2 		
Mar. 2024	<ul style="list-style-type: none"> ● 23-24: <ul style="list-style-type: none"> ○ 6% on-schedule ● 24-25: <ul style="list-style-type: none"> ○ 5% on-schedule, 2% off schedule* ○ Restructured salary schedule (reduce to 19 steps) 		

*For members who don't immediately benefit from the restructured schedule

Economic and Budget Background

As of December 2023, the district has almost \$129 million dollars in reserves, equivalent to a 40% reserve of their total budget. By board policy, it only needs to maintain a 10% reserve.

The District creates budgets assuming property tax will grow 2% annually. However, in the last 11 years, the annual growth rate has never dropped below 4%. During that time frame, it has grown 6.9%, on average.

The table below summarizes the salary increases over the last three years and scaled ending fund balances for our district and comparable ones. Remember, we haven't settled for this year, so that isn't factored in as it is for the others.

District	Salary % Increase 2021-2024	Ending Fund Balance as % of Expenditures
MVLA	15.8%	11.0%
LG/Saratoga	15.8%	10.9%
Santa Clara	15.0%+	18.3%
PAUSD	10.2%+	33.2%