

Menlo Park City School District

NEGOTIATIONS UPDATE

A series of Updates about Labor Negotiations

June 13, 2016

Committed to keeping you informed —

Negotiations for 2015-2016 are underway with representatives of both bargaining units, but have not yet concluded. In an effort to keep the MPCSD community informed, the District will periodically issue brief status reports on the progress of negotiations.

MPEA NEGOTIATIONS

Initial proposals by the Menlo Park Education Association (MPEA) and the District were presented at Board meetings in January and February, and the public was given an opportunity to express opinions regarding those proposals at Board meetings on February 9, 2016, and subsequent meetings. The first negotiation session between the District and MPEA was held on March 18, 2016, and the bargaining teams also met on May 11 and June 9, 2016. Negotiations will not be completed before the last day of school this year.

During the bargaining sessions, the District and MPEA teams have discussed interests and proposals on the following items identified in the initial proposals:

- 2016-2017 Work Calendar: The District and MPEA reached agreement regarding the 2016-2017 work year calendar, and the MPCSD Board adopted the 2016-2017 calendar at its April 12, 2016 meeting.
- Employee Benefits/Salary: The District and MPEA are continuing to discuss options for revising Article 13 (Employee Benefits/Salary), and have not yet reached agreement on this Article for 2015-2016 or future years.
- Hours of Employment: The District has determined that no changes are needed to Article 8 at this time.
- Class Size: MPEA proposed, and the District conceptually agreed to delete reference to the State Class Size Reduction Program from Article 9, Section 9.2, because that program no longer exists.
- Changes in Law: The parties are discussing potential changes to Article 12 (Leaves) as needed to reflect recent legislation providing paid parental leave for certificated employees, and related matters.

Future MPEA Negotiation Dates: To be determined.

Members of the MPEA Bargaining Team: Maria Clemo, Sydney Merk, Vince Lopez, Patricia Stella, Tomas Ybarolla, and CTA Representative Marta Dragos.

Members of the School District Bargaining Team: Superintendent Maurice Ghysels, Assistant Superintendent Erik Burmeister, CBO Ahmad Sheikhoeslami, Principal Linda Creighton, and Human Resources Manager Joan O'Neill, and Attorney Janet Cory Sommer (Burke, Williams & Sorensen).

CSEA NEGOTIATIONS

Initial proposals by the California School Employee Association (CSEA) and the District were presented at a Board meeting in February, and the public was given an opportunity to express opinions regarding those proposals at Board meetings on February 9, 2016, and subsequent meetings. The first negotiation session between the District and CSEA was held on May 5, 2016, and the bargaining teams also met on May 18, 2016. Negotiations will not be completed before the last day of school this year.

During the bargaining sessions, the District and CSEA teams have discussed interests and proposals on the following items identified in the initial proposals:

- Employee Benefits: The District and CSEA are continuing to discuss options for revising Article 9 (Benefits) and have not reached agreement on this Article for 2015-2016 or future years.
- Employee Salary: The District and CSEA are continuing to discuss options for Article 14 (Salary). CSEA indicated the District has historically attempted to remain within the 95-99th percentile of highest paid salary ranges statewide. According to the most recent CSEA compensation survey, two job classifications in the District, the District Office Administrative Assistants and the School Administrative Assistants, fall below the 95th percentile in the statewide ranking. The District and CSEA have agreed that the District will adjust the salary ranges for the two classifications so that the classifications are in line with our other classified staff ranking when compared statewide.
- Leave Provisions: The parties discussed potential changes to Article 8 (Leave Provisions) in light of recent legislation providing paid parental leave for certificated employees. The parties have discussed the District providing a similar leave for classified employees.

Future CSEA Negotiation Dates: To be determined.

Members of the CSEA Bargaining Team: Cathy Garagozzo, Cathy Bell, Lois Nissman, Gwen Solomon, Nancy McMahon and CSEA Labor Relations Representative Janell Hampton

Members of the School District Bargaining Team: Superintendent Maurice Ghysels, Assistant Superintendent Erik Burmeister, CBO Ahmad Sheikhoeslami, and Human Resources Manager Joan O'Neill