

## NEGOTIATIONS UPDATE

The updates and general information below will provide valuable and timely information about the status of contract negotiations between the Sutter County Superintendent of Schools Office (SCSOS) and the Sutter County Superintendent of Schools Staff Association (SCSSSA) for the 2021/22 contract year.

### May 27, 2022

Article 22 – Class Size: SCSSSA was still working on a proposal and did not have a counter-proposal to provide at this time.

Article 10 – Procedures for the Evaluation of Unit Members: SCSOS provided the draft evaluation form with some revisions for SCSSSA to review.

Article 16 – Work Conditions: SCSSSA provided a counter-proposal using the term “including” with respect to the duty-free lunch for sections A.2. School Psychologists, A.3. School Nurses, and A.4. Infant Program Teachers.

SCSSSA’s proposal revised language in section A.2.c. to eliminate SCSOS’ proposed language “All extra duty must have prior approval from their supervisor”. Revised section B.3. to remove supervisor input in developing annual calendars for itinerant staff. Also, removed the 60-minute floor limit on IEP timesheets in section C.4.

Article 27 – Health Benefits and Article 29 – Compensation: SCSOS provided a counter-proposal for these articles as follows:

- 1% off-schedule
- 3% on-schedule, retroactive to July 1, 2021, for all salary schedules
- Master Stipend increase from \$1,000 to \$2,500
- Increase Article 29, section C. from \$50 to \$250
- No proposal for Health Benefits

No other meeting dates were mutually available for the remaining portion of the school year. Additional meeting dates will be scheduled to resume after the summer break and SCSSSA members return to begin the 2022-23 school year in late August or early September.

### April 19, 2022

Article 22 – Class Size: SCSSSA was still working on a proposal and did not have a counter-proposal to provide at this time.

Article 10 – Procedures for the Evaluation of Unit Members: SCSSSA provided a draft evaluation form for SCSOS to review.

Article 16 – Work Conditions: SCSOS provided a counter-proposal removing the “including” and added “excluding” with respect to the duty-free lunch for sections A.2. School Psychologists, A.3. School Nurses, and A.4. Infant Program Teachers. Revised language in section A.2.c. to eliminate “trade days”

and replace with compensation for additional days in order to align with CalSTRS rules. Also, added back the 60-minute floor limit on IEP timesheets in section C.4.

Article 27 – Health Benefits and Article 29 – Compensation: SCSSSA provided a counter-proposal for these articles as follows:

- 6% off-schedule one-time COVID extra workload payment
- 15% on-schedule, retroactive to July 1, 2021, for all salary schedules
- Master Stipend increase from \$1,000 to \$1,500
- No proposal for Health Benefits

### **March 29, 2022**

Article 22 – Class Size: SCSSSA provided a proposal establishing maximum class size/caseload for each Special Day Class (SDC) by program type, for itinerant staff, and for Pathways Charter.

SCSSSA proposed that each SDC shall have two (2) full-time classified aids and an additional aid will be added when an SDC exceeds the maximum, not to include any one-on-one aids or interpreters.

For itinerant staff, SCSSSA proposed Direct Service/Consult Service minutes (including travel time) shall not exceed 45 students or 60% of the contracted work hours per month. Exceeding these limits will result in additional supports or compensation for extra duty.

SCSOS provided a counter-proposal eliminating the revisions proposed by SCSSSA except for the class size ratio for Pathways Charter Academy of 25 to 1. SCSOS stated its position that the proposed SCSSSA limitations in class size would result in a material increase in the number of classrooms necessary, approximately 14 additional classes, with the same number of students. As a result, SCSOS stated its concern that this could result in unsustainable costs to the school districts within Sutter County who fund the SCSOS' Special Education program.

Article 10 – Procedures for the Evaluation of Unit Members: SCSSSA stated staff is in the process of reviewing the draft.

Article 16 – Work Conditions: SCSSSA provided a counter-proposal proposing the number of working hours be 7 and 8 hours, according to position, from the 7 ½ and 8 ½ previously proposed by SCSOS while keeping the “including thirty (30) minute duty-free lunch” in all classifications. Also, removed the limit on IEP timesheets proposed by SCSOS in section C.4.

Article 27 – Health Benefits and Article 29 – Compensation: SCSOS provided a counter-proposal for these articles as follows:

- 0% off-schedule one-time COVID extra workload payment
- 3% on-schedule, retroactive to July 1, 2021, for all salary schedules
- Master Stipend increase from \$1,000 to \$1,500
- Increase Article 29, section C. from \$50 to \$250
- No proposal for Health Benefits

## **March 9, 2022**

Article 22 – Class Size: SCSSSA was still working on a proposal and did not have a counter-proposal to provide at this time.

Article 10 – Procedures for the Evaluation of Unit Members: SCSSSA stated staff is in the process of reviewing the draft.

Article 16 – Work Conditions: SCSOS provided a counter-proposal increasing the number of hours in the workday by 30 minutes to accommodate SCSSSA's proposal for lunches to be "including a thirty (30) minute duty-free" so the number of working/service hours would not be reduced. SCSOS also proposed to eliminate the section B.3. proposal by SCSSSA for itinerant staff calendars and to add section C.4. to reduce, but not eliminate, timecards for IEP time with a 60-minute floor.

Article 27 – Health Benefits and Article 29 – Compensation: SCSSSA provided a counter-proposal for these articles as follows:

- 6% off-schedule one-time COVID extra workload payment
- 15% on-schedule, retroactive to July 1, 2021, for all salary schedules
- Master Stipend increase from \$1,000 to \$2,500
- No proposal for Health Benefits

## **January 12, 2022**

Meeting via Zoom and primarily focused on developing a MOU for a change in working conditions relative to COVID and the State's change in requirements for independent study and determination of average daily attendance (ADA).

Article 22 – Class Size: SCSSSA was still working on a proposal and did not have a counter-proposal to provide at this time.

Article 10 – Procedures for the Evaluation of Unit Members: No proposals exchanged.

Article 16 – Work Conditions: No proposals exchanged.

Article 27 – Health Benefits: No proposals exchanged.

Article 29 – Compensation: No proposals exchanged.

## **December 16, 2021**

Article 22 – Class Size: SCSSSA was still working on a proposal and did not have a counter-proposal to provide at this time.

Article 10 – Procedures for the Evaluation of Unit Members: SCSOS provided a draft Speech and Language Pathologist evaluation form. SCSSSA will share with related staff and provide recommendations and feedback.

Article 16 – Work Conditions: SCSOS asked for some clarification of SCSSA’s previous proposal. SCSOS will provide a counter-proposal at the next scheduled meeting.

Article 27 – Health Benefits: No proposals exchanged.

Article 29 – Compensation: No proposals exchanged.

## **December 2, 2021**

The meeting began with the Ground Rules for 2021-22 Negotiations revisions. Both parties agreed to the revisions.

Article 22 – Class Size: SCSSA was still working on a proposal and did not have a counter-proposal to provide at this time.

Article 10 – Procedures for the Evaluation of Unit Members: SCSOS provided additional sample Speech and Language Pathologist evaluation forms. SCSOS continues to work on a draft form to provide to SCSSA for review.

Article 16 – Work Conditions: SCSSA provided an initial proposal to revise sections A.2. School Psychologists and A.3. School Nurses to reflect that “including a thirty (30) minute duty-free” lunch in the 8 hour work day from the current language that states “excluding lunch” from those 8 hours. Also included in the proposed changes include section A.4.c. be eliminated and section B.3. be added for calendars of itinerant staff.

Article 27 – Health Benefits: No proposals exchanged.

Article 29 – Compensation: SCSSA expressed its position that the amount in section C. was too low and should be increased. No proposals exchanged.

## **November 4, 2021**

The meeting began with a review and discussion of the Ground Rules for 2021-22 Negotiations between the parties.

Article 22 – Class Size: SCSOS provided an initial proposal to eliminate section B. and to remove the words “special education” in section D.

Article 10 – Procedures for the Evaluation of Unit Members: SCSOS desires to add a Speech and Language Pathologist evaluation form and provided a sample draft. SCSSA will review and provide recommendations and feedback.

Article 16 – Work Conditions: There was a discussion by SCSSA to add the number of hours for School Nurses to section 3. No proposals exchanged. SCSSA will work on a proposal.

Article 27 – Health Benefits: No proposals exchanged.

Article 29 – Compensation: No proposals exchanged.