

Associated Pomona Teachers

Bargaining Team

Timi King, 23 years elementary; 2 years secondary
Rosalinda Keeler 21 years secondary, 3 years elementary
Rita Torres, 20 years secondary
Yolanda Gardner-Horn-18 years Elem SpEd-10 years Gen Ed Elementary
Jeanette Goss, 17 years elementary
Donovan MacLeod - 16 years secondary

Bargaining Update

6-1-2023

Overview

Much of bargaining, at this stage, involves the parties establishing positions and roles. Here are some take-aways at this point.

The bargaining team's purpose has been to demand respect for teachers' time and to give teachers a larger say in the scale, scope, and operation of their jobs.

The district disagrees.

Proposals and Responses

The TK MOU and Special Ed MOU is the result of the combined efforts and work put in by teachers, the bargaining team, and Wei-Tsu Loh in placing teachers on committees, leveraging our voice on the committees, bargaining meetings, supplemental team meetings, committee meetings, and continually sharing the needs of teachers. The bargaining team would like to thank everyone that has been involved in communicating our needs to the district. We truly are stronger together!

Issue:	We have proposed:	The district response:
TK MOU	Parameters of the Transitional Kindergarten were agreed upon and a	A tentative agreement was reached

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	Tentative Agreement was reached.	
Declaration of Retirement MOU	The district and APT reached a tentative agreement on the extension of 5% off schedule payment to teachers in consolidating schools if they choose to retire.	A tentative agreement was reached
Special Ed Case Management/Inclusion Period and Special Education Sub Committee MOU	The district and APT have reached a tentative agreement to add a case management/inclusion period (CMIP) for secondary Education Specialists in the Mild/Moderate Program to the current preparation period for a total of two (2) periods per day for the 2023-2024 school year.	A tentative agreement was reached
Summer Bargaining	<p>The district suggested that APT compensate the bargaining team for summer bargaining sessions. The bargaining team declined the district's offer to spend APT dues on summer bargaining. Some districts compensate teams during these sessions from the Mandated Block Grant, or they do not bargain during the summer.</p> <p>Bargaining will resume after the start of the new school year in September.</p>	<p>The district does not agree, and believes funding should come from the union exclusively, or that member time should be voluntary. The district recognizes that most districts do not bargain during the summer break.</p> <p>The district wants to preserve the bargaining team's participation in Professional development days, and classroom participation during class size balancing.</p>

Specifications

In recent negotiations, there have been only a handful of sunshined articles that have taken most of a year to negotiate. This year, almost the entire contract is open, and we are all working diligently to ensure that we not only have the best contract that optimizes the members pay and working conditions, but also contributes to our students' and communities well-being.

Principles and Priorities

1. Retention and Recruitment of Teachers

To have the contract reflect the idea that retention and recruitment are of high priority for PUSD

2. Collaboration

To have the contract reflect a collaboration between administration and bargaining members to positively impact student achievement.

3. Members are not Volunteers

To keep members from volunteering their expert, professional skills and experience.