



NEGOTIATION UPDATE
Jurupa Unified School District and NEA-Jurupa
May 6, 2016

The Jurupa Unified School District and NEA-Jurupa are currently engaged in contract negotiations for the 2016-2017 school year. Bargaining sessions have been held on March 2, 2016, March 15, 2016, March 22, 2016, April 12, 2016, April 26, 2016, April 27, 2016, April 28, 2016, May 4, 2016, and May 5, 2016. Highlights of the latest offers exchanged involving salary, health and welfare, and extra compensation follow:

The afternoon of April 27, 2016, the District made the following offer.

- **2.25%** increase to the certificated salary schedule effective July 1, 2016. (This would be added through our LCFF base funding as an across-the-board salary increase.)
- **1.6%** increase to the certificated salary schedule by adding three (3) permanent professional development days to the work year. (This would be funded through LCFF concentration and supplemental funding because it adds services to our targeted students.)
- An increase in the health and welfare allowance from **\$9,300** to **\$9,500** effective July 1, 2016.

On May 3, 2016, NEA-Jurupa countered with the following offer.

- **3.63%** increase to the certificated salary schedule effective July 1, 2016 with no increase in the work year or work day. (The Association proposed that this increase be funded through a combination of LCFF base funding and supplemental and concentration funding.)
- No increase to the certificated work year. The NEA-Jurupa bargaining team explained that their members would not approve any offer that involved an increase to the work year.
- An increase in the health and welfare allowance from **\$9,300** to **\$9,500**.

On May 4, 2016, the District made the following offer.

- **2.25%** increase to the certificated salary schedule effective July 1, 2016. (This would be funded through LCFF base funding.)
- An increase to the health and welfare allowance from **\$9,300** to **\$9,500**.

Each school district in the state of California receives two types of LCFF funding – base funding and supplemental and concentration grant funding. The supplemental and concentration grant funding varies from district to district based on the number of students who are English language learners, students who

are from low income families, and foster youth. The Association has proposed that this money be used to fund an across-the-board salary increase, without requiring any new or additional services to students. However, according to Education Code section 42238.07, these supplemental/concentration grant revenues are intended “to increase or improve services” for those targeted subgroups “in proportion to the increase in funds apportioned.” The District believes the intent of the education code is clear. Unless this education code is revised or the guidelines for spending supplemental and concentration grant funding specifically change to allow for across-the-board salary increases, we cannot use the funds for across-the-board salary increases. We can use the funds for training, new programs, etc., that provide increased services to targeted students. We also can use the funds to extend the instructional day or the teacher work day, or extend the instructional year or teacher year with compensation to teachers providing these increased services to students.

We appreciate the NEA-Jurupa bargaining team and are committed to further discussion regarding this fundamental difference in our interpretations of this issue.