

SAN BERNARDINO TEACHERS ASSOCIATION

Negotiations Update

October 22, 2014

What is a Memorandum of Understanding (MOU)?

An MOU is an agreement that temporarily replaces the Collective Bargaining Agreement (CBA) for a specific period of time. While in place, it supersedes the CBA. An MOU is ratified by the SBTA Rep Council per SBTA Bylaws. However, when an MOU affects mostly all of the members, then a ratification vote of the membership can take place.

In the spring of 2014, the SBTA Bargaining Team met with the District multiple times on a host of issues that include: Evaluation, Hours of employment, Class Size, Wages, Health and Welfare Benefits. The District packaged their proposals such that their interests (extending the work day, capping benefits, and a small salary increase) were pitted against our interests to create a forced-choice scenario for SBTA requiring us to choose among major issues that would have a resounding impact on SBTA. Instead of making difficult choices, SBTA proposed another option that resulted in both teams reaching agreement.

On May 15, 2014, SBTA and SBCUSD reached an MOU to rollover the Collective Bargaining Agreement resulting in the CBA remaining in full force with all the protections and benefits it provides. Part of this rollover was a requirement for the Joint Evaluation Team (JET), comprised of SBTA President-appointed unit members and SBCUSD-appointed managers to act as recommendation-based taskforce to provide input into how the respective bargaining teams will negotiate new changes to Article XVI (Evaluation). Both teams met (SBTA's JET Team and SBCUSD's JET Team) beginning in August and concluded their work in September.

On October 15, both JET Teams met and updated both bargaining teams as the results of their collaborative work regarding the Evaluation Article. Both negotiations teams will meet on November 7, 13, and December 4 (all day) to negotiate a Successor Agreement as it relates to the 5 Articles mentioned above. This collaborative effort proved to be quite beneficial to SBTA and SBCUSD and stands as a symbol of what's possible when folks work together regardless of their separate interests. Additionally, it builds organizational capacity when the work of a large union is spread among its members. We need more member involvement in other areas of the Association. Please contact SBTA leaders if you want to get (more) involved.

There's still a great amount of work to be done to finish negotiating a Successor Agreement. To this end, SBTA welcomes your support in this challenging round of bargaining. SBTA continues to work to protect the best interest of its members and the contract which protects us all.

SBTA JET members: Linda Johnson, Thomas Green, Denise Loera, Stephanie Lopez, Colleen Maroney, Erin Moran, and Sandy Owens. SBTA Vice President Ashley was present occasionally to assist as well.

SBCUSD JET members: Sandra Rodriguez, Gonzalo Avila, Kristen Bicondova, Michelle Cleveland, Tasha Doizan, Jason Hill, Denise Martinez, and Gloria Morgon.

SBTA Negotiations Representatives are: Michael Peterson (Chair, North Verdmont), Patty Taylor (Student Services, WHAA Bldg.), Sandy Owens (Wilson Elem.), Felipa Tello (Del Vallejo), Betty Jo. Knick (SBHS), Jorge De La Torre (ISHS). Justin Arnold and Peg Tracey are CTA Staff who consult and advise the Team.

District Representatives are: Dr. Perry Wiseman (Chair, Human Resources), Gordon Amerson (Principal, AVHS), Gloria Morgan (HR), Natalie Raymundo (Principal, Richardson Prep), Toni Woods (Principal, Anton Elem.)

Thank you for all you do and are doing in these challenging times!