



GILROY UNIFIED SCHOOL DISTRICT  
Office of the Superintendent

7810 Arroyo Circle, Gilroy, California 95020  
Tel. 669-205-4000 fax: 408-847-4717  
www.gilroyunified.org

SUPERINTENDENT  
Anisha Munshi, Ed.D.

BOARD OF EDUCATION  
Melissa Aguirre ♦ Tuyen Fiack ♦ Mark Good ♦ Gabriela Kim  
Michelle Nelson ♦ James E. Pace ♦ Linda Piceno

September 15, 2023

Dear Team GUSD,

I am writing to provide you with an update on negotiations between the Gilroy Unified School District and Gilroy Teachers Association negotiating teams. The GUSD negotiating team asked the GTA team to meet yesterday in an effort to try to reach a tentative agreement given how long negotiations have been pending. The teams last met for formal negotiations in March 2023 and then met with a state mediator once in April and once in May.

Yesterday, the teams met for bargaining for the first time in almost four months, at the request of the District's negotiations team. The District team presented a new two-year proposal in hopes of reaching a tentative agreement with GTA. Elements of the proposal are outlined below. In this proposal, the District team seeks to align the use of the District's one-time money to address the issues that GTA has highlighted over the last few months.

Like many Districts in California and in Santa Clara County, GUSD is experiencing a decline in student enrollment which translates to lost revenue. Declining enrollment means declining revenues. The District has approximately 200 fewer students this year, and has experienced a decline of 1,255 students since 2016-17.

The District's annual budget would include \$16.3 million in additional revenue this year alone, that could have been used to support students, had it never experienced the 1,255 enrollment decline.

Despite this year's loss of 200 students, and losing over \$2.6 million in ongoing funds, GUSD presented GTA with a total compensation package worth **\$14.4 million over two years**.

The District proposed the following terms in addition to the proposals as part of a two-year package:

**Academic Coordinators**

- The District proposes increasing the number of High School Academic Coordinators by 2.2 FTEs (full-time employees) through 2025-26.
- The District proposes extending the existing MOU (memorandum of understanding) through June 30, 2025, which provides that a *minimum* of two Academic Coordinators will not be assigned any supervision duty during lunch/brunch periods.



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### **Social Workers**

- The District proposes extending the middle school social worker positions through 2025-26. This proposal continues three FTEs to provide support to students at all three middle schools.

### **Class Size**

- The District proposes an additional Literacy Facilitator (7.0 FTEs) at each elementary school site through 2025-26. This is in addition to an already existing Literacy Facilitator at each elementary school. This additional position is intended to increase targeted classroom supports specifically focused on primary grades.

### **Compensation/Benefits**

- The District is proposing a two-year overall compensation package of **16.25%** increase, comprised of the following:
  - 2022-23 salary increase of **10.5%** retroactive to July 1, 2022
  - 2022-23 benefit increase to cover increased costs (this is a salary equivalent of 0.75%) retroactive to January 1, 2023, for a total compensation package of 11.25% for a single year.
  - 2023-24 salary increase of 2% retroactive to July 1, 2023
  - 2023-24 off-schedule increase of 2% for all active unit member as of the date of Board ratification of the Tentative Agreement
  - 2023-24 benefit increase to cover increased costs (equivalent of 1%) beginning January 1, 2024.
- The proposals above have been offered in addition to the other increases such as hourly rates and stipends proposed earlier in the bargaining process, including:
  - An increase of the hourly instructional rate to \$41 and increase to the hourly non-instructional rate to \$34. These increases would take place upon ratification by the Board.
  - A decrease in the threshold for class size overage pay cap in grades K-3
  - An additional \$2,000 annual stipend for all K-5 Dual Immersion teachers, both English teachers and Spanish teachers.

*The District's proposed salary increase of 10.5% for 2022-23 is the highest single salary increase in GUSD in the past ten years. The District has reached settlement for all other employees for 2022-23.*



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After presenting the latest compensation package yesterday, the GTA negotiations team declined the opportunity to provide a counter proposal. This morning GTA informed the District that they will file for fact-finding.

Included in this communication are three graphics that paint a clear picture of the challenges our District is facing due to declining enrollment, as well as a representation of cost of living adjustments vs. GUSD salary increases over the last decade.

I appreciate the District team's creativity in trying to find solutions to bring the teams closer and use the District's one-time funds to address concerns raised by GTA. It is important that the District carefully manage ongoing expenses as we adjust to manage the decline in enrollment and attendance that directly impacts the District's revenue. All of this is balanced with the commitment to continue providing high quality educational experiences for our students.

The District team will now begin preparing for fact-finding, the next step in the negotiations process. I will provide updates to you as they become available.

Sincerely,

Anisha Munshi, Ed.D.  
Superintendent  
Gilroy Unified School District

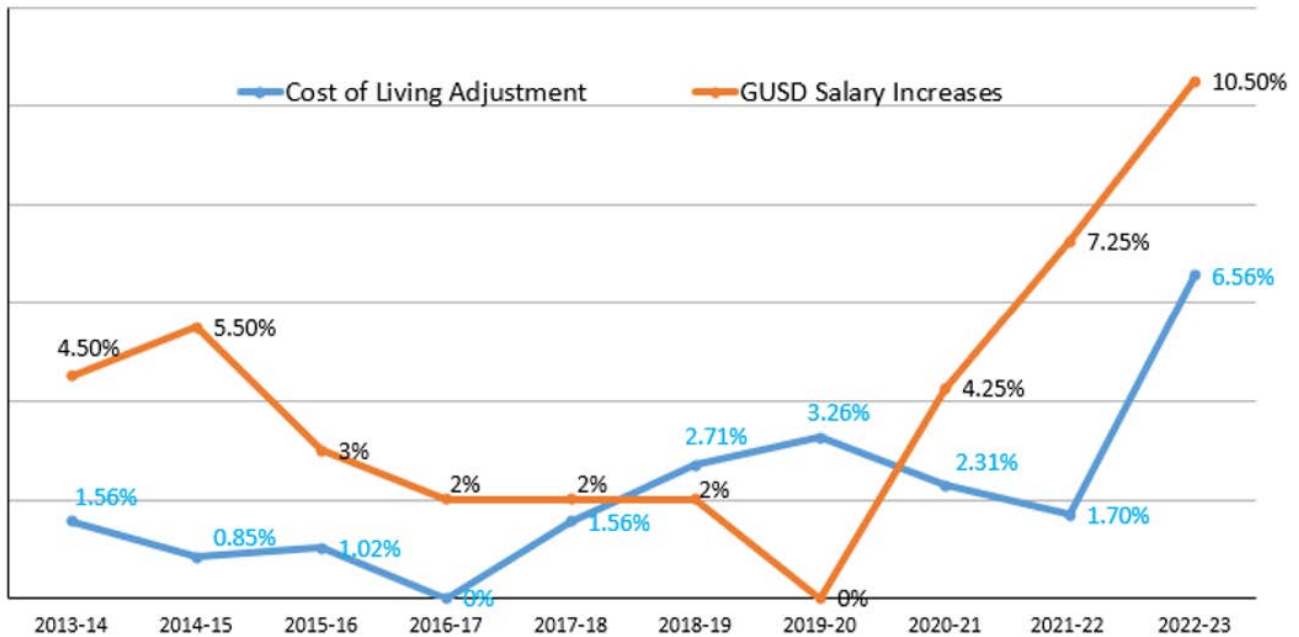


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## CLEAR COMMITMENT TO INCREASING SALARIES



GUSD is committed to improving salaries for our employees as we work to retain highly qualified educators and staff to serve our students. This is demonstrated in significant salary increases since 2019-20.

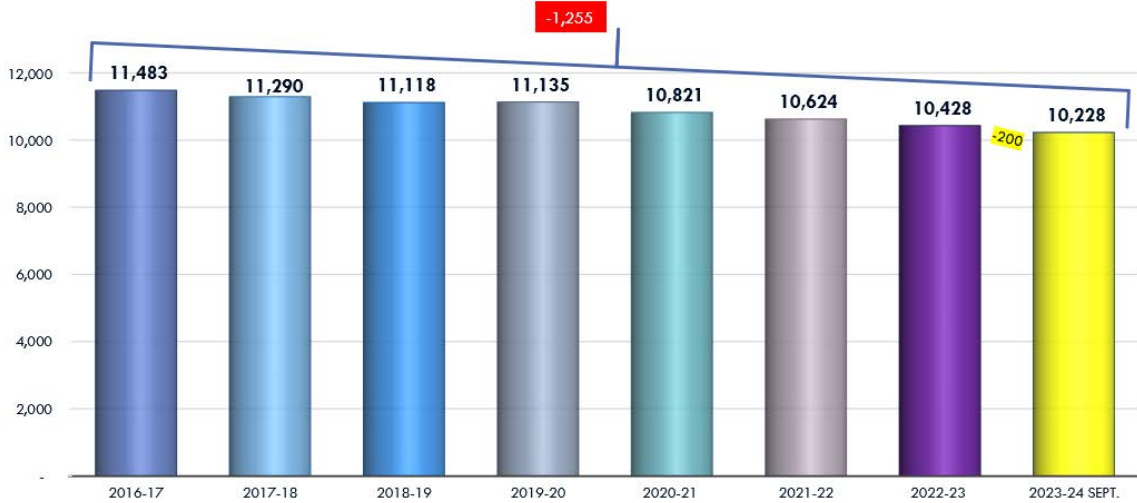


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## ENROLLMENT DECLINE CONTINUES INTO 2023-24



Enrollment in the Gilroy Unified School District, Santa Clara County and the State of California continues to decline. In 2023, there were 200 fewer students enrolled in GUSD as the previous school year. *Declining enrollment translates into lost revenue.*



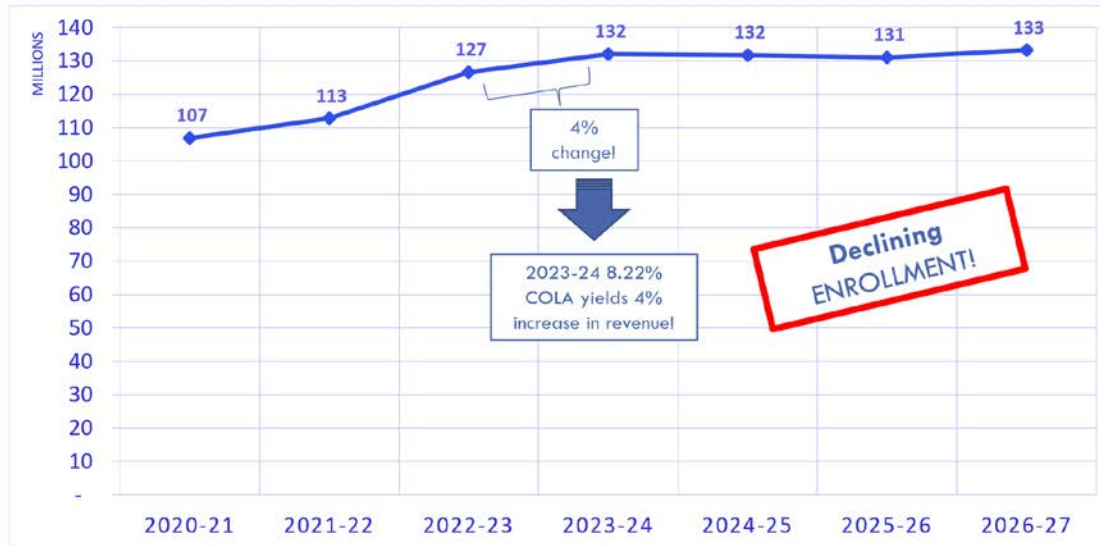
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## WHY ARE REVENUES NOT GROWING BY THE 8.22% COLA IN 2023-24?



The cost of living adjustment (COLA) of 8.22% only yields a 4% increase in revenue due to declining enrollment.