



LIVERMORE
SCHOOL DISTRICT

**Livermore Valley Joint Unified School District (LVJUSD)
and Livermore Education Association (LEA)
2021-2022 School Year**

**NEGOTIATIONS UPDATE
February 9, 2022**



**LVJUSD Board
Core Values**

We seek to conduct negotiations in accordance with the following:

To promote efficient and focused negotiations that concentrate on substance; and

To be transparent and inform the District community about our Core Values and desired outcomes.

We will use the following Core Values throughout these negotiations to evaluate the substance of District proposals as well as those from the Association:

1. To build a long-term, positive relationship between our District and the Association based on mutual respect, integrity, and collective responsibility for the educational mission of our District.

2. To promote a commitment to lifelong learning, quality of practice and pride in the profession through effective and creative professional development.

3. To evaluate proposed changes in working conditions through the lens of improving teaching and learning in support of maximized student achievement.

4. To acknowledge the reality of state and local economies while preserving the fiscal health and solvency of our District now and for the future.

The bargaining teams from LEA and District are pleased to announce that agreements have been reached on a number of articles. The highlights:

Article 9 - Work Day

- 1 early release day at the beginning of the school year for secondary, three (3) early release days at the beginning of the school year for elementary.
- Change science specialist to elementary specialist.
- Memorandum of Understanding (MOU) regarding timeline for implementation of middle school internal prep.
- Vineyard prep time now in contract language.

Article 10 - Special Education

- Clarified class size vs. caseload.
- Language to clarify the work day of special education teachers and co-teachers.
- Language limiting the use of outside contractors to fill open positions.

Article 16 - Class Size

- Class size caps at Del Valle.

Article 20 - Employee Rights

- Language delineating use of cameras and listening devices.

Article 21 - Wages

- 3% this year retroactive + 4% next year.
- Increase to advanced degree stipend (retroactive).
- Increase to curricular hourly rate (upon ratification).
- Increase to longevities 3 and 4 (retroactive).

Article 22 - Health Benefits

• Opt-out language - 20% of LEA members may opt out of mandatory benefits. A priority list has been developed to determine who may opt out if more than 20% want to. The District contribution goes to pay for the opt-out. Members do not receive any "cash in lieu of benefits."

Article 36 - Reopeners

• We will not go back to the table until Spring 2023 for the next 3-year successor agreement.

Appendix A - Calendar

- 1 PD day added to the beginning of the school year.

Appendix C - Determining Extra and Co-curricular stipends

• Vastly simplified method for proposing activities to be added to stipend list.

Appendix D - Stipends

- Added to and corrected the stipend chart.

MOU - Middle School Prep

- The teams have a shared commitment to create, negotiate and implement a schedule that will provide an internal preparation period for middle school teachers to be submitted to the Board for approval for potential completion in the 2023-2024 school year.

MOU - Work Year for the 2022-2023 School Year

- For the 22-23 school year, LEA bargaining unit work year shall be 180 student instructional days, three (3) bargaining unit member workdays, and four (4) professional development days, for a total of 187 days, with the following exceptions: psychologists, nurses and counselors.

Thank You!

A Collective Bargaining Agreement cannot be created and managed without a great deal of work from the members on each of the Bargaining Teams. We are thankful to the members of each of the teams, all of whom have put in numerous hours to ensure that negotiation sessions are efficient and productive.

2021-2022 Bargaining Teams:

LEA

Alana Gray, Teacher, Mendenhall Middle School

Eileen Greenlee, LEA Vice President

Renee Haugen, Teacher, Livermore High School, Bargaining Co-chair

Peter Hetherington, Teacher, Sunset Elementary School

Keith Pickering, Teacher, Lawrence Elementary School, Bargaining Co-chair

Amanda Ramirez, Teacher, Christensen Middle School

LVJUSD

Helen Gladden, Principal, Livermore High School

Tori Ha, Vice Principal, Granada High School

Kelly Manke, Director of Human Resources

Steve Martin, Principal, Rancho Elementary School

Chris Van Schaack, Deputy Superintendent