

ULEA – ULUSD NEGOTIATIONS

UPDATE – DECEMBER 2025



Introduction

ULEA and ULUSD Sunshine

Proposals:

- ULUSD
- ULEA

Items of Agreement

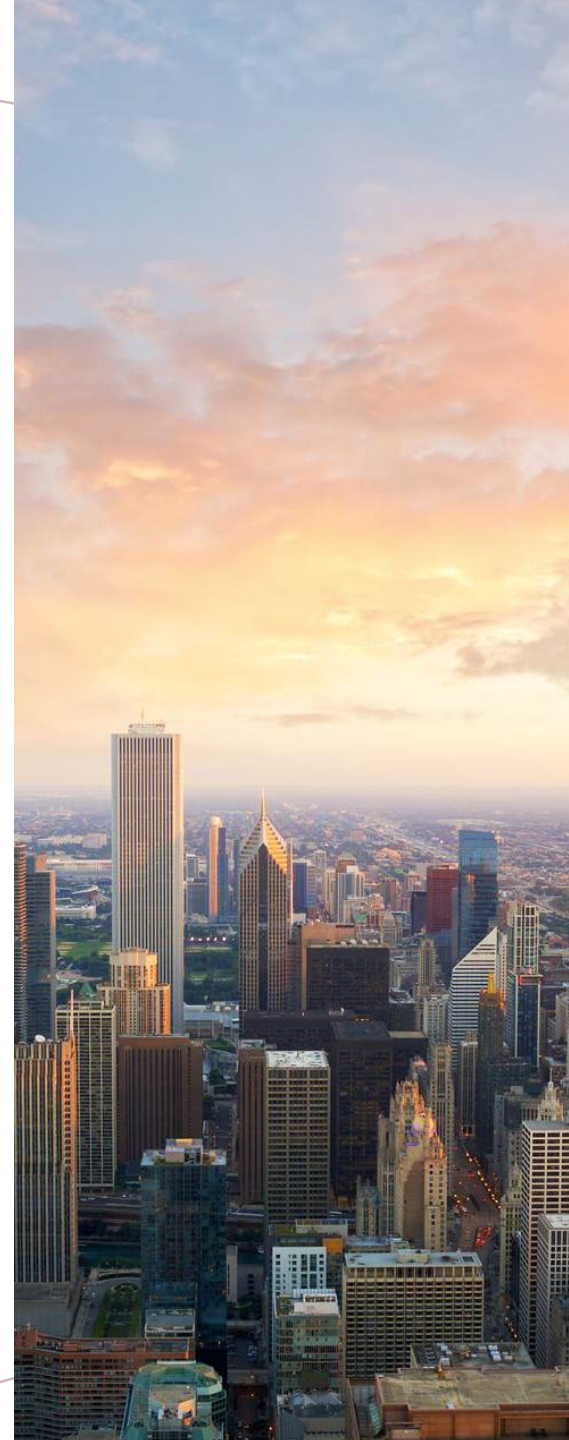
Remaining Negotiations

Impasse

Historical Negotiations

Next Steps

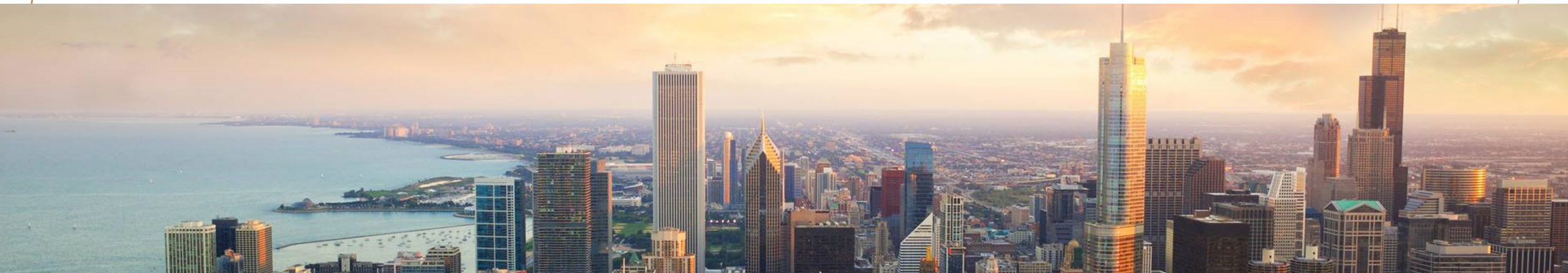
Conclusion



Introduction

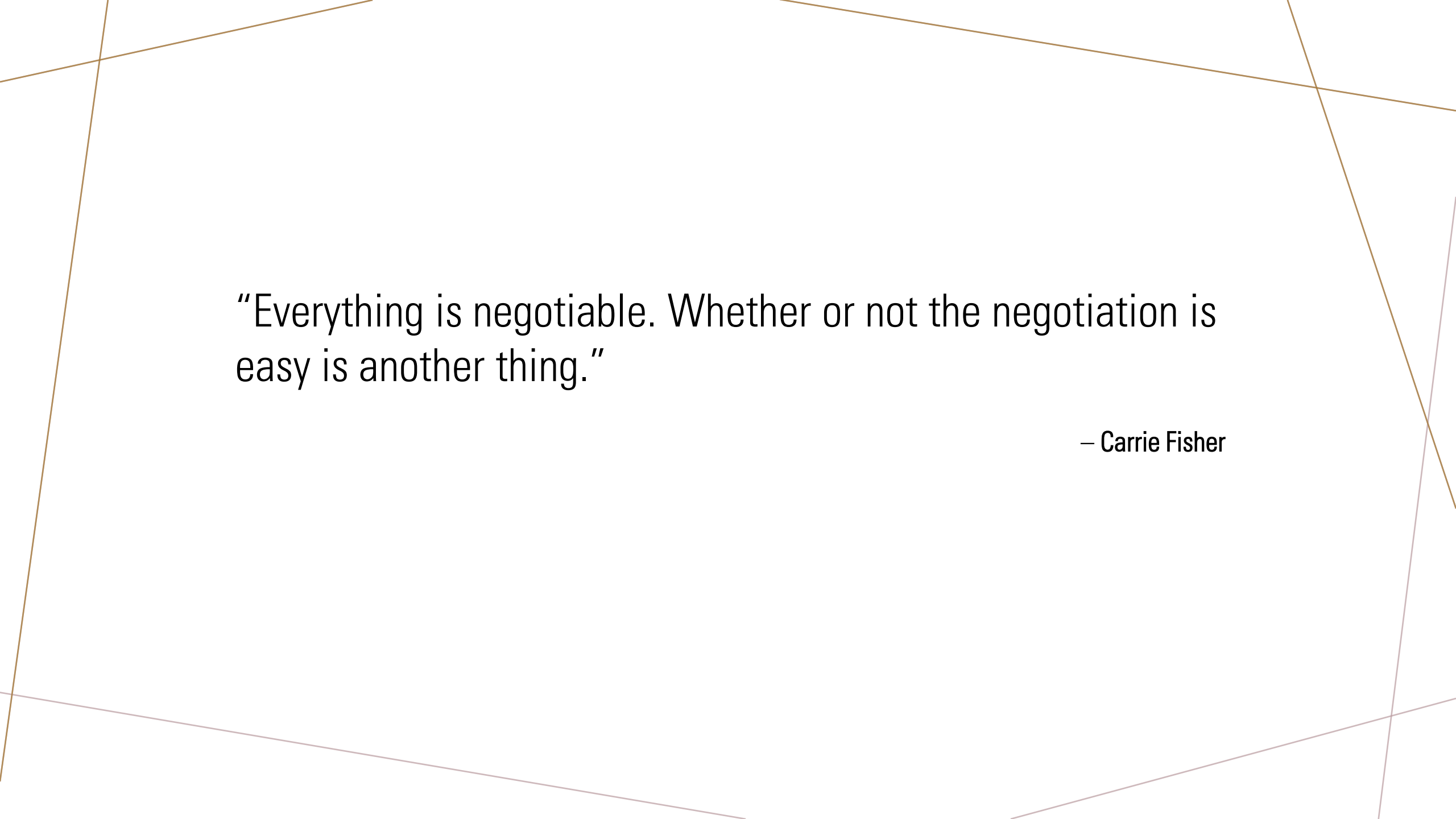


WHAT ARE NEGOTIATIONS?



Definition

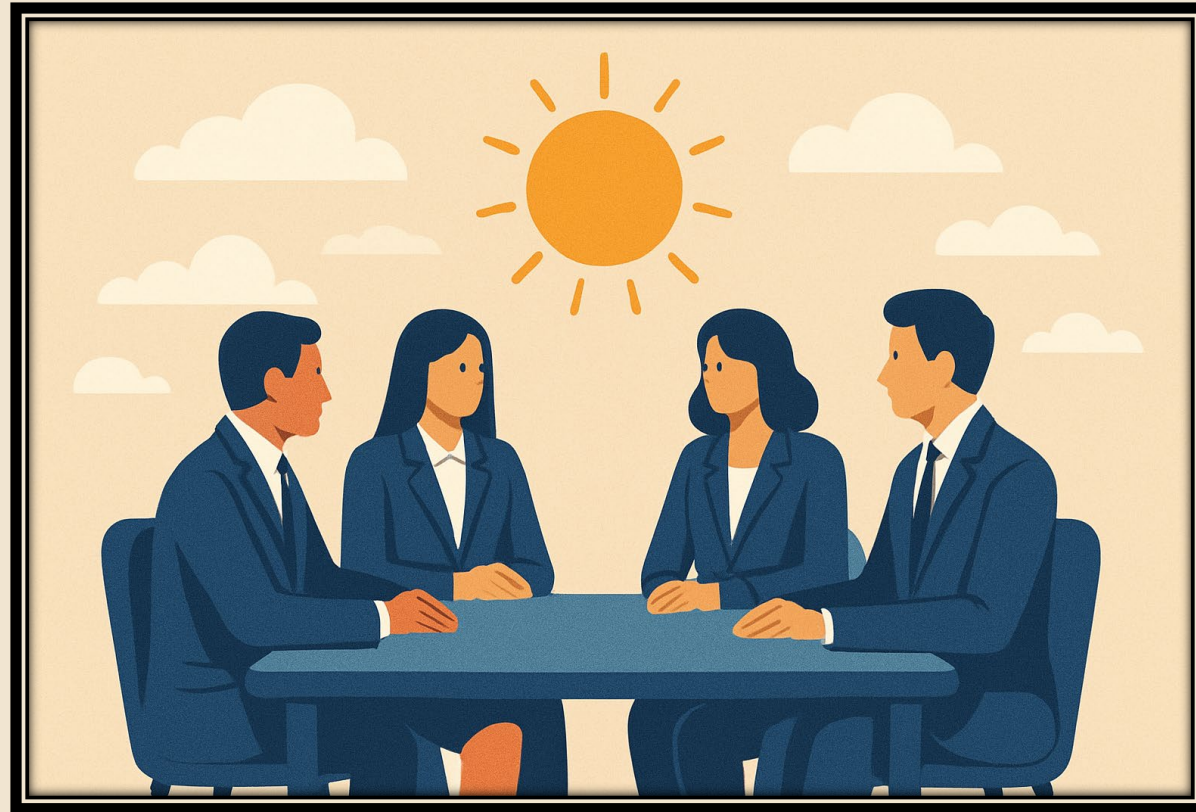
Negotiation is a dialogue between two or more parties to resolve points of difference or craft outcomes to satisfy various interests. The parties aspire to agree on matters of mutual interest.

The background features several thin, intersecting lines in a muted brown and a light purple color, creating a modern, geometric aesthetic.

“Everything is negotiable. Whether or not the negotiation is easy is another thing.”

– Carrie Fisher

ULEA and ULUSD Sunshine



February 11, 2025

ULEA Sunshines their Proposal

- Salaries and Benefits
- Association Rights
- Hours and Adjunct Duties
- Leaves
- Salaries
- Class Size
- Supplemental Instruction Programs
- Extra Duty/Stipend Schedule

ULUSD Sunshines their Proposal

- Agreement Dates
- Pay and Allowance
- Health and Welfare Benefits
- Salaries and Benefits



Proposals



ULUSD

- Agreement
 - Change the Dates of the Contract to July 2025 – June 2028
- Pay and Allowances
 - 2% Increase Across the Certificated Schedules
 - Add Steps to the Counselor Pay Schedule
- Health and Welfare Benefits
 - Raise H&W Cap from \$16,000.00 to \$17,000.00
- Salaries
 - Align Degree Stipends with amounts listed on the Extra Duty Schedule

ULEA

- ESN Class Size – Middle School
 - Averages by Grade Level
 - Combo Class Language
- ESN Class Sizes
 - 14 Students/Class Maximum
- Class Sizes
 - Middle and High School Maximums
 - CTE Class Size Limits
- Keenan Trainings
 - Increase School Year to 184 Days (with added pay)
- Hourly Rate of Pay
 - Define Difference in “Hourly Rate of Pay and Teacher’s Hourly Rate of Pay
- Salaries and Benefits
 - Create Parallel Salary Schedules that include Degree Stipends
- Counselor Salary Schedule
 - Add Steps up to Year 30
- Home Hospital
 - Clarify Language on Pay (Use Teacher’s Hourly)
- Adjunct Duties
 - 40 Hours too many but no Specific Proposal
- Period Sub Pay Increase
 - \$41.39 Current
 - No Specific Increase Suggested
- Independent Study
 - Add Language for Middle School
- Language Cleanup – Adjunct Duties
 - Voluntary v Required
- Duty Free Lunch
 - Clarify the Length of Lunch
 - ES v MS and HS Teachers
- Professional Development
 - Teachers do not want to meet as a Secondary Group
- Adjunct Duties – ULEA Duties
 - Union Duties Count as Adjunct Duties

ULEA

- Dedicated Release Time
 - ULEA Duties for Leadership
- Catastrophic Leave Requests
 - Allow the Union to Request
- ELOP Camps
 - Negotiate Pay
 - Build in Breaks
- Salaries and Benefits
 - 3% Salary Increase
 - Add Longevity Steps
- Professional Growth Increments (PGI)
 - Clarify Language and Explain the Method for earning PGIs
- Prior MOUs
 - Incorporate into CBA
- Extra Duty Stipends
 - Move Music from Class 3 to 2
 - HS Drama from Class 3 to 2
 - Increase FFA Stipend (\$6,000.00)
 - Increase Athletic Director Stipend (From \$12,000.00 to \$24,000.00)
 - Add Ultimate Frisbee to Stipend List
 - Add AVID Advisor to Stipend List
 - Add ULMS Boys Volleyball to Stipend List – Class 2
 - Add Link Crew Coordinator to Class 3 on Stipend List
 - Add 4th Assistant Football Coach
 - Add ULHS Boys Volleyball Coach
 - Add ULHS Girls Golf Head Coach
 - Add Assistant Coaches to all Sports
- Add Safety Language
 - (This was a last-minute add in Session 3)

Agreements



Areas of Agreement

1. CTE Class Size Limits – Limited to Grant Limits
2. Keenan Trainings – Staff to be Given Time during PD
3. Home Hospital Pay – Agreed on Language to add to CBA
4. Counselor Pay Schedule – Added Steps
5. Adjunct Duties (Reduced to 35 Hours from 40 Hours)
6. Period Sub Pay – Increased to \$50.00/Hour
7. Independent Study Language (No longer needed)
8. Extra Duty Stipend Language – Remove Teacher-in-Charge and Induction Coordinator
9. Duty Free Lunch Defined by Site
10. Professional Development Time – Determined this is a School-by-School Issue
11. ULEA Duties Count as Adjunct – Agreed this isn't Possible
12. Dedicated Release Time for ULEA Activities – Agreed this isn't Possible
13. Catastrophic Leave Requests – Cannot allow ULEA to Request Opening of CL Bank – Ed Code
14. Winter Break – Agreed that Grant Funded Positions are limited in Funds – Discuss Daily Breaks with Site Administrators
15. Professional Growth Increments (PGIs) – Defined Clearly to Allow for ease of Acquisition
16. Agreed to Add Prior MOUs to Contract
17. Extra Duty List – Changed from Specific Job to Categories to Allow for better Operational Flow
18. Adding Additional Sports – Changes to the Extra Duty List makes this a Moot Request (This Resolved 11 issues posed by ULEA)



**SETTLED:
28 Items
in Total**

(Out of 34)

Remaining Negotiations



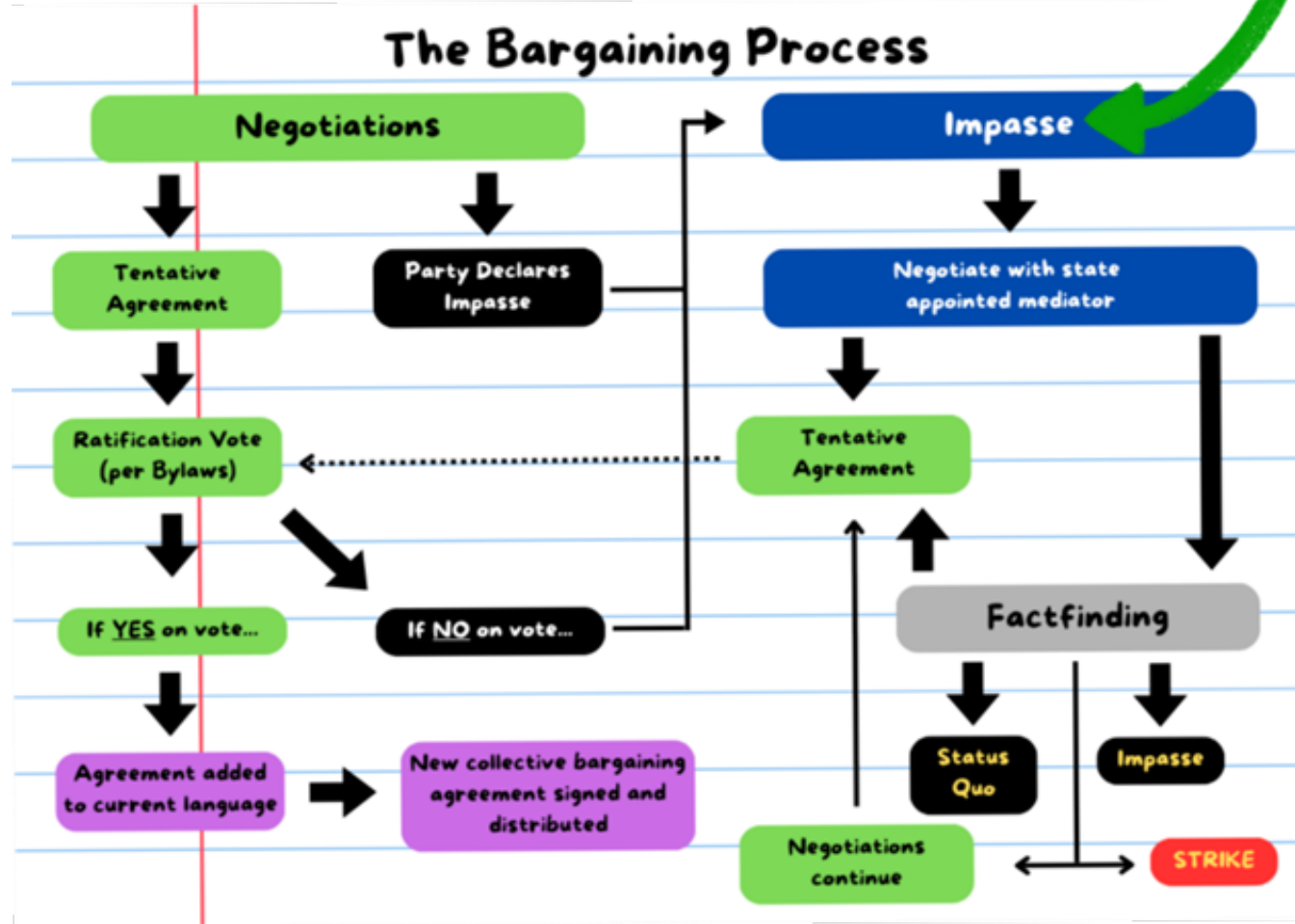
Remaining Areas of Negotiation

- Salary Increase
 - 2.0% (ULUSD) v 3.0% (ULEA)
- ESN Language
 - 18 Student/Teacher with a low Staff-to-Student Ratio (ULUSD) v 14 Students/Teacher (ULEA)
- Health and Wellness Stipend
 - \$1,000.00 Pre-Tax Stipend, \$17,000.00 Cap/Year Beginning in 2026-2027 (ULUSD)
- FFA and Athletic Director Stipend
 - Increase - \$6,000.00 (FFA), \$12,000.00 (Athletic Director) (ULEA) v Static (ULUSD)
- Safety Language
 - Adopt this Year (ULEA) v Add to 2026-2027 Negotiations (ULUSD)
- Longevity
 - Create Additional Steps (ULEA) v Do Not Add Additional Steps

Impasse



We are here



Historical Negotiations



Historical Negotiations – Top Cell Salary

2017-2018 - \$75,737.00

2021-2022 - \$90,638.00 – 4%

2018-2019 - \$77,252.00 – 2%

2022-2023 - \$107,827.00 – 19%

2019-2020 - \$77,762.00 – Sq SS

2023-2024 - \$112,140.00 – 4%

2020-2021 - \$87,152.00 – 12%

2024-2025 - \$114,383.00 – 2%



Added Two Additional
Steps to Each Column In
2022 – 2023

Extra Duty/Stipend List Increases Proposed By The District (and eventually adopted) in 2024-2025 Equals Approximately a 2% Additional Increase for Certificated Staff.

TOTAL:
43%+
Increase
66.2% Cumulative

Total COLA For Referenced Time Frame: 27.81% (15.19% Less than Increase)

Next Steps



Next Steps – Impasse and...

- Schedule a Time to Meet with ULEA and the Public Employee Relations Board to Resolve Impasse
 - Work through the Remaining Items and Try to Reach Consensus, Developing a Tentative Agreement
 - Ratify the Agreements with the ULEA and the ULUSD School Board
-

...Beyond

- Work to Re-Normalize Relations with the ULEA



Conclusion



Conclusion

- Impasse Resolution expected Sometime in January – Looking to Close the Distance between ULEA's and ULUSD's Proposals
- Hopefully, Tentative Agreement to Board and ULEA for Ratification in February
- Subsequent Information will be Presented at the January Board Meeting
- ULUSD is Optimistic about Quickly Achieving a Resolution to Impasse



