



Negotiation Update after 1st Mediation Session

The UTSWC and #833 bargaining teams met on February 9th for mediation. It was agreed that another mediation date will be scheduled. We are waiting for the Bureau of Mediation Services to contact us about scheduling the next session. As soon as another date is scheduled we will inform UTSWC members. Many of you have been asking what the district is paying the attorney regarding negotiations. The UTSWC filed a data request and we were informed the rate is \$175 per hour. To put that in perspective an average teacher in our district, with a salary of \$60,000, makes \$43.72 per hour.

Financial

Both sides have not been able to reach agreement regarding increases on the salary schedule, insurance, hourly pay, and increased pay for ABE teachers.

Language

It was made clear by several surveys that our members want protected, uninterrupted work/planning days in addition to professional development days to provide quality instruction for our students. The district team refuses to negotiate language on this item. The calendar committee has made progress regarding this issue. There is language in our contract but we believe the language needs to be improved to protect work/planning days.

Both sides are working on language in order to renew our MOA on an Illness/Injury Bank. UTSWC wants to keep the bank available to teachers who have a family member who experiences a medical emergency (within certain parameters.) The district does not want family members to be included.

Both sides have proposed language to address Unrequested Leave of Absence (ULA). With the MN Legislature removing the statute regarding ULA and with the new tiered licensing system, the UTSWC believes it is important to come to an agreement in this round of bargaining. There are other pieces of the process that are also in disagreement at this time. ULA is the process used for layoffs and recall of a position.

The UTSWC dropped its proposal for Dues Check Off.

District 833 dropped its proposal to remove School Readiness teachers from the bargaining unit. However, they stated that they will be taking action by filing a “Unit Clarification” with the Bureau. This action suggests that the district is not interested in having licensed educators with teacher preparation training teaching our youngest learners.

The district continues to keep its proposal on Personal Days (only being able to use 3 in a row) on the table. Remember that we have new language from our last contract (able to use 5 in a row) and we’ve only used it one complete school year. At the end of last year fewer than 30 people used five days in a row.

The district continues to keep its proposal on taking away substitute pay for union business days. This means when UTSWC members advocate for the needs of our students and profession we would reimburse the district full salary and benefits instead of the cost of a substitute teacher. Most local unions in the state have the same substitute reimbursement language that we have in our contract. The district has also stated that it wants to end its past practice of providing paid release time for union leadership. Once again, it is very typical of large unions to receive some paid release time from the district. The UTSWC is looking to maintain the current practice. For years the UTSWC has had this release time as it seems in the best interest of both the district and the union.

District 833 negotiators continue to pursue actions that would weaken your union’s ability to advocate for you, effectively limiting your voice. The actions would affect the UTSWC’s availability to assist with member rights, negotiations, committees, meetings, and advocacy for all of our members and public education as a whole.

Tentative Agreements

Renewal of MOA on Certificate of Clinical Competency (increase to \$225 included)

Renewal of MOA on Reading Recovery

Renewal of MOAs on Middle and High School Homeroom

Renewal of MOAs on TOSAs and CTOSAs

Clarified language regarding LSNs on the Collapsed Classroom language

Editorial changes and renewal to the MOA on ABE/ACCESS

Editorial changes to the contract about school district rights and duration

Language regarding pro-rata pay for secondary teachers teaching an overload