SESSION # 1 NEGOTIATIONS UPDATE

The negotiations teams met from 11:00 AM until approximately 1:00 PM via Teams.

The District's team explained that in the climate of budget uncertainty and looking first to the direction of the Ventura County Health Officer Dr. Levin and also to the recently released reopening guidance from CDE, it would consider options with the Board of Education and meet with FUTA to negotiate the effects of reopening plans as well as any proposed changes in terms and conditions of employment. It was emphasized that safety of students, teachers, and staff is the District's first priority as we continue to evaluate distance learning, traditional learning, and hybrid options for reopening instruction for the 2020-2021 school year.

The District proposed to modify Article 1, “Agreement”, as provided in Attachment # 1.

The District provided an opening proposal on Article 6, “Hours of Employment”, as a temporary one-year measure of 3 furlough days to begin to address the negative COLA set out in the Governor’s May Revise. (Attachment #2). The District acknowledged that if an agreement is reached with FUTA for furlough days, it will seek similar relief from all other employee groups.

FUTA posed clarifying questions about the budget and the District’s proposals. The District noted that the Legislature’s budget proposal relies heavily upon federal legislation passed by the House of Representatives that does not presently appear to have the strong support of the Senate or the President.

Both teams acknowledged they will know more about what will happen with 2020-2021 school funding sources when they next meet on June 25, 2020. They will offer counter proposals at the next session.

Respectfully submitted,

Fillmore USD Negotiations Team

Enclosures:
- Attachment 1 – Session #1 Negotiations Update, June 8, 2020
- Attachment 2 – Session #1 Negotiations Update, June 8, 2020
Fillmore Unified School District

Proposal to

Fillmore Unified Teachers Association

June 8, 2020

Article 1, “Agreement”, shall be modified to read as follows effective July 1, 2020:

1. Agreement

1.1 The articles and provisions contained herein constitute a bilateral agreement ("Agreement") by and between the Fillmore Unified School District ("District") and the Fillmore Unified Teachers Association CT AINEA ("Association").

1.2 This agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the California Government Code ("Cabinet").

1.3 This Agreement shall remain in full force and effect up to and including June 30, 2023. June 2019. Notwithstanding the above, the parties agree to negotiate the subject of salaries and fringe benefits when either party, by May 1 of each year of the Agreement, serves notice upon the other of its intent to reopen the subject of salaries and fringe benefits. Notwithstanding section 1.3 of the parties' collective bargaining agreement, the parties agree to sunshine their respective initial proposals for 2017-2018 in October, 2017. It is further intent of both parties, to observe the May 1 date in the future, so long as it remains included in the collective bargaining agreement.

1.4 Either party may reopen or propose to add three (3) additional articles by giving notice as defined in Article 1, section 1.3 of this Agreement. Both parties, FUTA and FUSD, agree that the collective bargaining agreement is closed as of 4/2/17 and that all remaining items on the table are thus removed. The 2013-2016 successor agreement includes all contract language.

1.5 Within thirty (30) days of ratification of this Agreement or re-openers by both parties herein, the District shall send an email link to each unit member for an updated version of this Agreement. All copies shall be prepared and delivered to the Association for distribution to each unit member in the district.
Fillmore Unified School District

Proposal to

Fillmore Unified Teachers Association

Regarding 2020 – 2021 Hours of Employment

June 8, 2020

2020-2021 Furlough Days

Effective July 1, 2020, work hours of bargaining unit members (Article 6, Hours of Employment) shall be modified as follows:

For the 2020-2021 school year only, August 17, 2020, August 18, 2020 and January 4, 2021 shall be nonwork furlough days. Each unit member shall receive a corresponding one-time reduction in his/her annual 2020-2021 salary of three days at the unit member’s daily salary rate. This provision shall automatically expire on June 30, 2021 unless extended in writing by the parties.