

Hello everyone--

Remember how I said that Susan and I were going to learn a TON at the UCLA Summer Institute: Essential Bargaining Training? Well, we did learn a LOT, including the fact that some of what was negotiated last year, especially in regards to schedule C, was not done exactly correctly. We did negotiate everything at the table and agreed to the changes, but those changes should have been approved with a ratified vote by the membership. Due to this oversight, we will be going back to the table this Wednesday for additional negotiations, and then we will bring any last minute changes to the school board for a final ratification once our membership has also approved the Schedule C as presented.

Per our newly adopted processes, if your site decides that a position is no longer necessary and should be changed to something else, you do have the right to appeal to your principal in regards to the change. If there is a valid reason a stipend amount needs to be changed, please provide the site, position, and proposed stipend amount and justification for the change. See the document below for the board-adopted 23-24 amounts and positions, which has been posted on the [BVEA Website](#) since last year.

[2023-24 SCHEDULE "C" SALARY SCHEDULE](#)

Please understand that a good negotiation process should see each side of the table making progress towards their own agenda, so we may have made certain concessions last year in order to bring improvements for the good of the membership.

Here are the positives from last year's negotiations for BVEA:

- 1) We added over \$70,000 to Schedule C (stipends) for 23-24, compared to 22-23. Over \$30,000 was added to athletics at the high school alone.
- 2) All of the stipends were moved to the third column (highest number of years experience). Some people had a 20% or higher increase in their stipend from the previous year.
- 3) All of the stipends received a minimum of a 3% raise on top of moving to the highest tier.

Points that BVEA and District management felt were beneficial to both sides:

- 1) We have negotiated that the process be less contentious between our members by streamlining HOW positions are filled at the beginning of each year. Please read through the language at the END of the 23-24 Schedule C (linked above) to see the language we agreed upon. Bottom line, positions should NOT be filled until the beginning of the year when transfers and new hires are in position at each site. (Exceptions to this rule would be coaching positions which begin over the summer for the next school year or so close to the beginning of the school year that the positions need to be board approved ahead of time so that coaches can participate in their Target Solutions and other coaching obligations ahead of practices and games beginning). Per the new process, people who are interested in schedule C positions are responsible for emailing their principals when asked to do so by their principals and/or site reps to express interest in jobs; these positions are to be finalized by the principals ONLY. Site reps and/or individuals inserting themselves into the job application process DO NOT have the right to "take" stipends, or portions of stipends away from others. The amounts were agreed upon at the table and are not malleable. From this point forward, all changes must be negotiated and approved by the district.
- 2) The stipend amounts are no longer units because they were being bartered by members, and changed throughout the year. Unused units were being dispersed to existing positions, upping people's stipends who pushed their agendas hard enough. This isn't fair and has stopped, officially. This also made an accounting nightmare for the district office.
- 3) Fairness. We wanted all of the head coaches and assistant coach positions at the high school to be the same amounts. This was in line with what we saw from other districts. The only positions that were higher

historically that were kept that high were the high school football positions, again, due to what we saw in other districts.

4) New coaching positions (assistant coaches and assistant staff positions) were added to track and field and cross country, to make sure that our teams with the largest amounts of students are being covered adequately for the sake of student safety. It is in everyone's best interest to ensure that students are safe.

One point that we agreed to that will be up for discussion on Wednesday is only negotiating raises to Schedule C every 3 years. Our CTA staff person, Patricia Salas, states that this should not have been agreed upon to due to our most recent practices, which is to apply raises each year to the stipend amounts. The district has already agreed to look at this agreement from Spring of 2023 and modify it. These changes will be brought forth to you on Wednesday, once we have agreed at the table to a new course of action, and these changes will be approved by Patricia, as well.

Rest assured that there was no malicious intent by BVEA to not bring the Schedule C forward for ratification last year. Please read [this letter to the school board](#) that Susan Maya-Mueller, BVEA Vice President, read on my behalf last week. Understand that this situation is highly nuanced, and while the district technically didn't do "anything wrong," certain information was omitted and I didn't check what they were telling me, so in essence I must take responsibility for the elements of this process that didn't live up to the negotiation requirements from CTA. Luckily, we have since been educated by CTA and these mistakes will no longer happen!

Bottom line, we encourage everyone to consider the entire negotiations process, and keep in mind what we were able to procure for the membership, and vote your conscience later this week once the final revisions are made. We will explain the modifications and will run the ratification vote on Wednesday, August 8th. Please vote by Friday, August 10th at 3pm. As a member, your participation in the democratic process by voting is important, so please participate.

The BVEA negotiations team will take all suggestions into consideration. Please make sure to email your site reps, principal, and myself with any changes you would like to see brought forth by Wednesday at noon. I want to make sure we hear all of your concerns and suggestions.

Site Reps

NSES: Amanda Kreuz and Sharon Meagher

BLES: Shannon Garland

BBMS/BVVA: Kelley Schetter

BBHS/CT: Cat Williams

FV/DO/DW: Trisha Carasquillo

Thank you again for your understanding and support.

Sincerely--

Jeanné Gardner

BVEA President