Summary

On September 25, 2019, the Negotiations Teams from ARE and RUSD met for the 9th session. The District provided a proposal for salary to complete their initial proposal, as well as counter proposals for Article 4 (Association Rights/Organizational Security) and Article 18 (Safety). The ARE team posed numerous questions regarding their rationale and data to gain a clearer understanding of their initial proposal. This discussion will continue at the next session.

Salary

As shared in the last ARE *From The Table* communication, on September 6 the District failed to provide a salary proposal that was complete. On September 10, ARE sent a formal request demanding the District provide a salary proposal in advance of the September 25 session. On September 25, the District did not come ready with a proposal. ARE stood firm and demanded their written proposal while at the table. After a nearly one-hour caucus requested by the District, they returned with a proposal that is substantially below what ARE deems to be an acceptable offer.

Counterproposals, Article 4 (Association Rights/Organizational Security) and Article 18 (Safety)

The District has maintained proposed revisions to limit the President’s compensation and remove the right to return to prior work location. This counterproposal shows a substantial decrease in new member orientation time allotted to ARE over what was discussed in Spring 2019 and implemented successfully this August.

While there are a few areas within Article 18 (Safety) where ARE and the District agree, the District’s counterproposal demonstrated a clear disconnect by rejecting ARE’s proposals that are intended to bring much needed improvements to Site Safety Committees, Discipline Plans and Procedures, along with an increase in support for members as it relates to student discipline. Please look out for an ARE Survey that will be coming your way soon. It is crucial that we hear from all members about this extremely important topic.

Questions from ARE on Articles 5 (Negotiation Procedures) and 7 (Hours, Duties, Work Year)

Regarding Article 5, the District proposes a 75% reduction in release time provided for negotiations meetings or preparation for negotiations. This means the District only wants to pay for release for the ARE bargaining team one day per month instead of one day per week. The District rationale for this substantial decrease is to “hold classroom time sacred.” When questioned about the substantial number of Members and days affected by release time for PD compared with only a few Members released for negotiations, the response was that Members find the PD valuable. Was this intended to imply that Members do not believe reaching an agreement is valuable? Is reaching an agreement in a reasonable amount of time a priority for the District? How is lengthening the time it takes to reach an agreement in the best interest of students?
The ARE team asked many questions regarding rationale and data to support District proposals in Article 7. The District is proposing to significantly alter:

- Early release language for elementary and K8 sites by eliminating the three-week rotation;
- Adjunct duty by increasing the number of hours to 24 and broadening language for what can be considered an adjunct duty;
- Elementary preparation time by eliminating grade level team autonomy during this 50-minute block of time.

The District’s rationale for many of these proposals is that principals are requesting more time and/or more flexibility. Additionally, the District was unable to provide names of specific sites and/or situations to support the need for these proposals. The District is also providing new language that requires all secondary schools have a late start every Monday at least ninety (90) minutes in length. The District confirmed they did not seek input or feedback from parents or staff to find out what is important to them.

Next Steps
Our next negotiations meeting is scheduled for Tuesday, October 15. This was rescheduled from October 8 at the District’s request.

ALERT! Personal Necessity Leave Take Back
As described in the last ARE From The Table, the District intends to limit use of the four (4) Personal Necessity days currently in our contract. In a nutshell, the District wants the right to be able to tell you what you CAN and CANNOT use these days for. The ARE bargaining team knows, without a doubt, Members value these days and will do whatever it takes to maintain the current language in our contract. We urge you to remain actively engaged in the weeks ahead as more information will be coming your way.

Your ongoing support and engagement are appreciated. Please continue to stay informed by attending all ARE meetings.

United We Bargain, Divided We Beg.

The ARE Bargaining Team
September 30, 2019
Negotiations: What is the data telling us?

**Question:** Where does our overall compensation rank in comparison of the percentage of budget that LA County school districts devote to salary and benefits? (This tells us how much of their budget they spend compensating their employees)

**Answer:** RUSD ranks 34th of 48 LA County school districts. This chart ranks the percentage of budget that LA County school districts devoted to salary and benefits combined, Rowland is represented by the red bar. (2017-2018 is the most recent complete data set)

**Question:** Can RUSD afford the contract proposal from our Association?

**Answer:** Yes! RUSD still maintains nearly $54 million dollars in financial reserves. RUSD has the seventh largest financial reserve in LA County. This unreasonably large reserve represents the unmet needs in our classrooms.
ARE leadership and bargaining team have been listening to members’ concerns about student behavior and how it can directly impact student learning, classroom environment, and school climate in various ways. At this time, the district’s bargaining team DOES NOT deem this issue to be as important as we do.

We are asking all members to complete the student discipline survey found at the link below. This is a more detailed survey than we have done in the past on this subject. The data gathered will provide our bargaining team additional information to support our arguments. We need every member to complete this survey before October 14 so that we have the strongest data possible at the bargaining table.

https://www.surveymonkey.com/r/AREOCT2019

**Important Upcoming Contractual Dates**

**October 15**
Final day to turn in university units for salary movement for the 2019-2020 school year

**February 28, 2020**
Deadline to apply for a voluntary transfer for the 2020-2021 school year
Article 12.10.4
Personal Necessity

A maximum of four (4) days of personal necessity may be used by a Bargaining Unit Member to attend to matters which require the attention of the Bargaining Unit Member, and which must be taken care of during the assigned hours of service, provided the Bargaining Unit Member requests the absence from his/her supervisor in advance of the leave, and provided that not more than 10% of the staff of any school or department may be granted a leave under this provision for the same day.

PROCEDURES FOR REQUESTING PERSONAL NECESSITY LEAVE

1. Request the leave in advance from your site-administrator.

2. State that the reason for the leave is to “attend to personal matters which requires my attention during my assigned hours of service.”

3. Immediately contact your ARE Site Representative if you are denied, or you are required to give more detail for your reason for taking leave.

ALERT! Personal Necessity Leave Take Back

As described in the last ARE From The Table, the District intends to limit use of the four (4) Personal Necessity days currently in our contract. In a nutshell, the District wants the right to be able to tell you what you CAN and CANNOT use these days for. The ARE bargaining team knows, without a doubt, Members value these days and will do whatever it takes to maintain the current language in our contract. We urge you to remain actively engaged in the weeks ahead as more information will be coming your way.

To view the full contract visit www.aremembers.org
The California Schools and Local Communities Funding Act will restore over $11 billion per year to California's schools, community colleges, health clinics, and other vital local services.

Join the League of Women Voters of California, PICO California, California Calls, Advancement Project California, Evolve California, Common Sense Kids Action, Alliance San Diego, the Coalition for Humane Immigrant Rights of California (CHIRLA) and the California Federation of Teachers to fund California schools by closing the Corporate Property Tax Loophole in Proposition 13 while continuing to guarantee protections for homeowners, residential renters, agricultural land, and small businesses.

We can no longer afford to keep giving billions of dollars in tax breaks to millionaires, billionaires and big corporations. Closing California's commercial property tax loophole restores $11 billion for schools, community colleges and other vital community services, including emergency responder services, parks, libraries, health clinics, trauma centers, affordable housing, homeless services, and roads.

The California Schools and Local Communities Funding Act:

- **Restores** over $11 billion a year for services that all Californians rely on like schools and community colleges. $4.5 billion will support K-12 education and community colleges. The remainder will be shared by counties, cities and special districts to support community services, including health clinics, trauma care and emergency rooms, parks, libraries and public safety.

- **Reforms** commercial property taxes, while guaranteeing existing protections for residential property and agricultural land.

- **Closes** the millionaire, billionaire, and big corporation tax loophole by requiring all commercial and industrial properties to be assessed at fair market value, putting California on par with how the vast majority of the country assesses these properties. California's commercial property taxes will still be among the lowest in the country because of Proposition 13's limits on property tax rates, which this initiative does not change.

- **Mandates** full transparency and accountability for all revenue restored to California from closing the commercial property tax loophole.

- **Benefits** small businesses in three ways: it exempts owner operated small businesses from reassessment until they are sold, it levels the playing field so small businesses can compete more fairly with big corporations, and it reduces their taxes by eliminating the property tax on fixtures and equipment (the business personal property tax) for all small businesses.

- **Places** California on par with how the vast majority of states treat commercial property by assessing them at fair market value. This initiative only affects under-valued commercial properties, creating a level playing field for those businesses that already pay their fair share. And California's commercial property taxes will still be among the lowest in the country because of Proposition 13's cap on tax rates, which the California Schools and Local Communities Funding Act does not change.

SchoolsandCommunitiesFirst.org  info@schoolsandcommunitiesfirst.org
IMPACTS ON LA COUNTY
FROM COMMERCIAL
PROPERTY TAX REFORM

How to Raise Billions for Schools and Services
by Reforming the Commercial Property Tax System

Summary

More than $3.6 billion in new revenues are estimated for Los Angeles County from reforming Prop 13’s commercial property tax system according to USC/PERE’s extensive multi-year study. These funds will be allocated for cities, counties, schools and special districts, with additional revenue paying off the bonds for school construction and infrastructure. The primary impact of market-value reassessment will be on the underassessed land and buildings belonging to companies and investors which purchased their properties a long time ago. Commercial property tax reform will also reassess underutilized land in sprawling commercial strips, auto malls and underassessed retail areas. In addition to strengthening local governments, reform will also lead to far more efficient land use, including likely higher-density housing along commercial strips, particularly around transit lines as Los Angeles builds out its system, and more intensive use of land currently held vacant or in low-level uses.

Some key findings from the data and patterns we have examined:

1. Revenues for local government and schools: New revenues in Los Angeles County are estimated to be at $3.6 billion from reassessment of commercial/industrial property for schools, cities, the County, and special districts once fully implemented, which is nearly twice what is currently received from such properties. This amount is at the 1% current property tax rate; with overrides for voter-approved bonded indebtedness, revenue gain will be higher. As the state’s largest county, Los Angeles County will generate 32% of the new revenues statewide. This revenue is local property tax revenue, which can be used for all local purposes: infrastructure, public safety, parks and libraries, affordable housing, health care and homelessness services. The measure follows current allocation of the property tax; in Los Angeles County that means 40% for schools and community colleges, about 29% for cities, 24% for the County and its unincorporated areas and 7% for special districts such as fire and sanitation. The revenue will strengthen every unit of local government, as well as schools and community colleges. (See Figure 1).
CTA/NEA Member Benefits

As a CTA member you have at your fingertips access to a variety of benefits and programs to enhance your life and your career. Visit www.CTA.org to check your eligibility information and learn about the benefits for new members and retired members to see what’s available to you.

In addition to the vast number and variety of benefits, CTA offers to you a special website – www.CTAinvest.org – where you can find investment and retirement calculators and other helpful tips and tools.

Calendar of Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>October 1-3</td>
<td>Various Times</td>
<td>Healthcare Open Enrollment</td>
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<tr>
<td>October 10</td>
<td>3:30</td>
<td>ARE Board of Directors</td>
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<tr>
<td>October 10</td>
<td>6:00</td>
<td>RYSD Board of Education</td>
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<td>October 22</td>
<td>3:30</td>
<td>ARE Rep Council</td>
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<td>October 25</td>
<td>All Day</td>
<td>#RedForEd Bargaining Day</td>
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<tr>
<td>November 1</td>
<td>All Day</td>
<td>“Sign-in For Pay” PD Day</td>
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ARE Board of Directors:

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sloehman@aremembers.org

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