

Good evening AMU members,

Today AMU and Green Dot met for the seventh day of contract negotiations.

Green Dot & AMU exchanged proposals on the following articles as well as the Grow Your Dot MOU.

**Compensation & Healthcare Benefits**

Green Dot proposed to absorb the full cost of the health care benefits renewal.

However, their compensation proposal was insultingly low.

Green Dot did not agree to stipends for Bilingual members and Special Education teachers nor did they agree to an increase to member's hourly rate from \$45 to \$55. They did not agree to make any changes to the stipend budgets.

Their proposed "average" of 3.3% was not an actual 3.3% increase. Rather it was designed to only increase certain cells in our salary schedule to make them higher than LAUSD next year. It does not take into account that we work 11 more days each school year than LAUSD teachers and counselors.

As you can see below their compensation proposal makes a double digit increase to column 3 steps 1, 2 and 3. However, the proposed increase is much less in other cells including less than 1% for column 4 step 12 and column 6 step 12. Worst of all their "competitive" proposal has ZERO increase to step 12 for Columns 3, 4, and 5 and ZERO increase to all steps 13. This is a slap in the face to our veteran members who have dedicated their lives to our students, schools and communities.

## Proposed increases to each step



FY24 S&C  
% Adjustment

S&C	I	II	III	IV	V	VI
1	2.0%	2.3%	10.8%	4.8%	2.5%	1.0%
2	2.0%	2.3%	10.8%	5.0%	2.5%	2.8%
3	2.0%	2.3%	11.0%	5.0%	5.3%	5.0%
4	2.0%	2.3%	5.8%	3.5%	3.8%	5.3%
5	2.0%	2.3%	5.8%	3.3%	3.8%	6.0%
6			5.8%	3.5%	4.0%	6.0%
7			5.5%	3.0%	4.0%	5.0%
8			2.8%	1.8%	2.3%	2.8%
9			2.5%	1.3%	2.0%	2.8%
10			2.8%	3.0%	4.0%	5.3%
11			1.0%	0.8%	1.8%	2.5%
12			0.0%	0.0%	0.0%	0.8%
13			0.0%	0.0%	0.0%	0.0%
14						3.5%
15						3.5%
16						3.5%
17						2.5%
18						2.5%
19						2.0%

4

Green Dot also did not agree to compensating our members who attend PD days beyond the contractual 10, minimum day PDs, nor did they agree to pay our new members for attending the additional 5 days before school starts.

AMU countered with removing our initial proposal of an automatic \$5,000 raise to all cells to codify last year's one-time returning bonuses. We kept the rest of our previous compensation proposal which included:

- A 13% on schedule increase for all cells.
- An annual returning bonus of \$500 for all Ánimo Compton Teachers/counselors;
- An annual returning bonus of \$1000 for all Ánimo Locke and Legacy Teachers/counselors;
- Adding yearly steps to column 6 for years 14-20, with a new 1.5% increase at years 14, 16, 18, and 20
- Adding 7.5% step increases at year 25 and year 30.
- Additional compensation for attending professional development on minimum days and in addition to regularly scheduled school-site PDs;
- New members to be paid for their additional professional development attendance during new teacher PD week;
- Special Education teacher pay for conducting IEPs after the regular school day;

- Special Education teachers paid an additional \$1000 annually
- Bilingual teachers paid an additional \$1000 annually
- Increasing per pupil stipend budget by \$5 for middle and high schools;
- Adding a minimum stipend budget amount for each school
- Removing Article 26.5 regarding merit pay.
- Making class coverage rate of \$70 permanent
- Establishing provisions for ensuring substitute coverage for teachers of a co-taught class when a co-teacher is absent, and pay for a teacher whose co-teacher is absent for more than 2 days.
- To increase the hourly rate of teachers to \$55.

In addition, we have sent a demand to bargain in order to reopen negotiations for the 2022-2023 school year for compensation. A side letter in our current contract agreed to by both Green Dot and AMU states that if COLA (Cost of Living Adjustment), including Super COLA was passed at 8% or above the parties would meet again to discuss compensation. COLA was 6.56% and the LCFF Base Grant Augmentation was 6.28%. After consulting with CTA it is clear that the LCFF Base Grant Augmentation qualifies as Super COLA which puts the total funded COLA & Super COLA at 12.84% for 22-23. Given that, and Green Dot's insultingly low compensation proposal (which would have our members maxed out at the bottom of columns 3, 4 and 5 getting NO salary increase for next year) we must revisit this year's compensation package.

### **Workday**

Green Dot did not agree to any guaranteed additional time dedicated to individual planning during the PD week before school starts or in second semester.

Green Dot agreed to the ability to amend the counselor flex calendar collaboratively with administrators, but did not agree to any language that would prioritize counselor duties based on the work they are evaluated on. They did not agree to the need to notify administrators when a counselor is required to work substantially beyond the professional workday for issues related to student health and/or safety. In regard to this work beyond the workday for emergency purposes and the return of that time to the counselor, GD did not agree to guaranteeing the time to be 1 to 1 nor paying the counselor at their per diem rate.

GD did not agree to additional prep time if auxiliary courses go past 180 minutes per week.

GD did not agree to language that would allow a co-teacher to request a meeting if there is no mutual agreement between co-teachers nor guidance on finding alternatives to this SPED delivery model.

Given their compensation offer, AMU proposed reducing our working days to 189, from 193. We also proposed the following:

- Principals be informed when a counselor has to stay late for a student health or safety emergency.
- Counselors have the option to be paid their per diem rate if they have to stay late for a student health or safety emergency.

- Language related to a co-teacher being able to request a meeting if there is no mutual agreement between co-teachers.

### **Discipline**

Green Dot did not provide a counter to our Discipline article. It is our belief they wanted to pull this article from the negotiations table.

AMU repropose striking the word “serious” in Article 17.5 to be consistent with the previous article, 17.4 which explicitly states that absent egregious conduct, GDPSC shall utilize progressive discipline.

### **Class Size**

GD rejected our proposal on using the average class size of a school site when determining the need for amelioratory measures. AMU repropose amelioratory measures for teachers who have 3 students (instead of 2) over the class size average of the given school site.

Green Dot did accept our proposal that the degree to which a member is over the class size or caseload cap needs to be considered when discussing additional amelioratory measures.

Green Dot proposed a cap for classes with students with disabilities in the moderate/severe level of impact per the student’s IEP at 14, and other SPED classes, including Academic Success, classes be capped at 20. AMU did not propose a change to these numbers.

### **Assignments and Transfers**

AMU repropose allowing counselors to choose their own caseload if their department reached a mutual agreement similar to the way teachers can for their assignments.

AMU repropose more flexible language that will allow members to be considered for a transfer even if the position has been posted for more than ten days.

### **Leave Provisions**

Green Dot agreed to not make changes to the transferring of sick days from previous employers. AMU again agreed with language to codify the recent grievance resolution on sub-differential leave which would calculate the amount actually paid to the sub as the invoiced amount -20%. We did not propose any additional changes to this article and stated we would be ready to sign a tentative agreement on this article (which would be our first)

### **Grow Your DOT MOU**

Green Dot proposed that an administrator may pay for certain positions out of a school’s general fund rather than the regular stipend pool. AMU countered that if any position from this MOU is funded by the school than the money for it needs to be moved from a schools’ general fund into the stipend pool as to not impact the regular amount of money available for the regular stipend pool.

### **Moving Forward**

We had previously agreed to meet at the CTA offices in Culver City today. Green Dot asked to change venues to Green Dot Home Office for the comfort of their team members. In the spirit of collaboration AMU agreed even though it required negotiations to end earlier so that our members could commute to their homes to attend to family obligations. We worked diligently throughout the day to provide Green Dot with responses to every article they gave us, plus

discipline. Having less time available for negotiations, due to Green Dot's request to change venues, did not allow them to give us any additional proposals after receiving our responses.

We are awaiting proposals to be submitted to us electronically in the near future. Currently there are no additional dates scheduled for negotiations. While it would be ideal to have an agreement before the end of the school year, we are committed to taking the necessary time to come to the best agreement possible for teachers and counselors rather than rushing into an agreement simply because we are approaching the end of the school year.

We will be in communication with any updates regarding future dates being scheduled.

As always if you have any questions, you can reach out to me or our AMU Vice-President, Hector Vega.

In Solidarity,



**Jeremy Zuniga**  
**He/Him/His**  
**AMU President**  
**310-361-0750**

