



Negotiations Update

Negotiations Public Update:

August 7, 2018

To The TRUSD Community:

We met today in negotiations with the TRUE Negotiating Team, continuing our discussions about salaries and benefits. Today, the District introduced a concept that is being successfully used in a number of districts in the state, and nation. Called "Fair Share," the concept is to determine a specific amount of new money (increased funding to the District from the State Budget) that will be applied automatically to employee salaries. An amount per dollar is agreed to be applied to employee compensation, e.g. \$0.40 of every dollar could automatically be allocated to teacher increases.

The good news is that this approach works quite nicely when new money is coming into a district. The challenge is that when cuts need to be made, the same formula is applied. That said, this approach can help to eliminate the often arbitrary numbers that can be discussed in negotiations.

TRUE negotiating team members received the presentation from School Services of California, and on behalf of their colleagues, they asked many good questions. The District invited TRUE to appoint members to a working committee that will further examine this concept. TRUE is now considering this suggestion.

The full presentation on Fair Share can be found here ([Fair Share Presentation](#)).

In addition, a presentation was given by the District highlighting the progress made through negotiations and independent of negotiations by the District in relation to the priority areas shared by the TRUE Negotiating Team at a Special Board Meeting held on January 30, 2018. ([Negotiations Progress 8.7.18](#))

As we return to a new school year and on behalf of the District Negotiating Team, we wish you a great school year. We know that our dedicated teachers and education professionals work tirelessly to serve our students, and we are grateful.

Respectfully,

The District Team:

Gina Carreón

Lori Grace

Bill McGuire

Jim McLaughlin

David Robertson

