

Joint Communiqué

LCUSD Teacher Contract Approved

(May 16, 2007) The La Cañada Unified School District and the La Cañada Teachers Association are pleased to announce that a new three year contract has been approved by the Governing Board following ratification by the local teachers.

The new contract contains a salary increase of 4.0% effective retroactively to July 1, 2006, with an additional 1.2% increase effective on March 1, 2007. The combined salary increase for all teachers averages 4.48% for the 2006-2007 school year and will be 5.2% going forward.

Further, a 1.5% “step and column” (the yearly movement of staff on the salary schedule based on years of service and additional educational units earned by teachers) salary increase was implemented in 2006-2007.

In addition to higher salaries, this contract provides for the District to continue to absorb the first portion of increased medical premiums. For 2006/2007, employees continue to absorb the cost of additional health care premiums, if any, beyond the 5.92% paid by the District.

The District estimates that the approved settlement will increase teacher compensation for 2006-2007 by an average of 6.76% (4.48% salary increase + .78 medical benefits increase + 1.5% step and column increase = 6.76%) over current compensation.

Almost one year ago, LCUSD and LCTA made the commitment to enter a form of negotiations referred to as Interest Based Bargaining (IBB). This negotiation style focuses on each party fully explaining its underlying concerns (referred to as interests) as related to negotiation topics. This model promotes problem solving and teamwork.

An intended outcome of IBB is to develop a stronger and more positive relationship between the parties. One of the concerns often raised regarding the IBB process is that it takes more time to express these interests and develop the relationship than traditional bargaining.

We believe that the outcome of these negotiations has achieved our mutual goals of having a full expression of both parties’ interests and has strengthened the relationship between LCUSD and LCTA.

Governing Board President Scott Tracy commended the efforts of both negotiating teams: “I would like to recognize the contributions of both bargaining teams. This settlement goes a long way to addressing several mutual interests, most notably, 1) to attract, motivate and retain top-level teaching talent and 2) to continue efforts to reduce class size.” La Canada Teachers Association President Mandy Redfern commented on the progress that this process has provided: “While the Interest Based Bargaining model has required more time and effort, it has been well worth it. The teams have worked well together and we all look forward to continuing to do so in the future.”

LCUSD and LCTA remain committed to the IBB negotiations process. In moving forward, we will be looking for ways to build on this year's successful IBB negotiations.

Scott Tracy
President, Governing Board
La Cañada Unified School District

Mandy Redfern
President
La Cañada Teachers Association