



## **INTEREST BASED BARGAINING TRAINING**

Inglewood Unified School District and Inglewood Teachers Association

November 7, 2023

8:30 am - 3:30 pm

Location: IUSD ASES Building

### **Subject: Bargaining Update**

Dear Inglewood Unified School District Certificated and Management Employees,

We hope this letter finds you well. We are writing to provide you with an update on the recent Interest-Based Bargaining (IBB) that took place on Tuesday, November 7, 2023, from 8:30 am to 3:30 pm. Negotiations involved bargaining members from the Inglewood Teachers Association (ITA) and our CTA Staff Person, and bargaining members from Inglewood Unified Management and attorney, Steven Andelson.

### **Bargaining Agenda**

- A. Catastrophic Bank Time Update
- B. Extra Duty Pay and Stipends
- C. Peer Assistance Review (PAR)

### **Catastrophic Leave Bank (CLB)**

In the bargaining session, we reviewed and made modifications to the catastrophic leave bank MOU which establishes a framework that allows members to contribute and receive sick days for situations involving critical illnesses or injuries, as well as caregiving responsibilities. During this bargaining session, language for a catastrophic leave bank was discussed.

The District and the Association in accordance with Education Code Section 44043.5 have created a Catastrophic Leave Bank (CLB) to provide the necessary support for ITA bargaining unit members during difficult times.

The form and donation process was discussed and created.



## **Extra Duty & Stipends**

Extra duty rates, stipends, and activities have remained stagnant over the years. Therefore all parties felt a need to address them and align them with the district's current programs, needs, and financial outlook. There is an agreement to establish clear language and a need to define terms: extra duty pay, per diem pay, adjunct duties, stipend and which types of activities fall into each category. Members of the committee expressed a desire to make extra duty pay equitable, transparent, and comprehensible for all employees.

### **This Is What Was Discussed:**

- The necessity to establish language that there are two forms of Extra Duty: per diem and flat rate (\$35/hour)
- Establish the difference between extra duty and stipend
- Difference between adjunct duty work and extra duty/stipend
- Activities, athletic, and department chairperson/instructional leader stipends
- Descriptions of duties connected to stipends
- Stipend rate connected to salary to prevent years of stagnant compensation
- Extra duty connected to student outcome
- Equity in stipends for male and female sports

### **Future Items For Discussion:**

- Salary and Benefits
- Evaluation
- PAR

As part of our commitment to transparency and joint communication, we will keep you informed of significant developments and updates throughout the bargaining process. By ensuring clear and open lines of communication, we hope to foster an atmosphere of collaboration and inclusivity.

If you have any questions or require further information, please do not hesitate to reach out to us. Thank you for your ongoing dedication and commitment to the Inglewood Unified School District.



Bargaining Members (In alphabetical order):  
Hyunsoo Susan An- ITA  
Steve Andelson - IUSD Management Attorney  
Gail Bunch - ITA  
Emanuel Carreno - ITA  
Brain Coffey - IUSD Management  
Lisa Denmon Mays - ITA  
Garry Gregory - IUSD Management  
Gilberto Lopez - ITA  
Bernadette Lucas - IUSD Management  
Aba Ngissah - ITA  
Sarah Meyer - CTA Staff Person for ITA  
Rocio Sanchez - ITA  
MissMary Vaughn - ITA  
Marguerite Williams - IUSD Management

**Next bargaining dates: January 31, 2024, February 7, 2024, March 13, 2024**

Sincerely,  
*IUSD Interest-Based Bargaining Team*