



PASADENA

Unified School District

Bargaining Update October 30, 2024

On October 30, 2024, the District and United Teachers of Pasadena (UTP) Bargaining Teams met for the fourth bargaining session of the 2024-2025 school year. Previous meetings between the parties occurred on April 12, 2024, May 24, 2024, and October 10, 2024.

District Financial Overview

On October 10, 2024, Chief Business Officer Mr. Bravo-Karimi presented the District's unaudited actual budget figures and a three-year Multi Year Projection (MYP) to UTP bargaining team members. This MYP, a legally required document, is essential for evaluating Pasadena Unified School District's (PUSD) long-term fiscal health. Despite significant budget reductions enacted, including layoffs in the spring of 2024, the MYP forecasts a \$47 million negative ending balance by 2026-2027.

To address this anticipated negative ending balance and ensure fiscal sustainability, the District has convened a Superintendent's Budget Advisory Committee (SBAC). The SBAC, composed of District staff, labor partners, community members, parents, and students, is tasked with analyzing PUSD's fiscal situation and exploring ongoing financial reductions.

UTP Proposals and Fiscal Impact

During the October 10, 2024 session, UTP presented its initial proposals on Articles 9 (Leaves), 10 (Class Size), and 13 (a new article covering Non-Discrimination, Separability and Savings, and Miscellaneous Provisions). The District, in response, offered counterproposals on Article 3 (Association Rights), Article 15 (Health and Welfare Benefits), and Article 16 (Child Development Programs).

UTP's proposal on Article 10 (Class Size) involves language changes that would introduce a significant increase in the number of teachers, counselors, nurses and librarians due to proposed changes in various areas including class size caps and lowered staffing ratios for counselors, nurses, and librarians. The proposal on Article 10, if agreed to, would bring substantial, ongoing expenses to the District, with initial estimates of over \$6 million annually. Calculations are ongoing.

On October 30, 2024 tentative agreement was reached on Article 13 (Non-Discrimination, Separability and Savings, and Miscellaneous Provisions). The Association presented multiple additional articles: a new Article 12 (Special Education, partially presented), Article 6 (Hours, partially presented), Article 16 (Child Development, second proposal), and Article 15 (Health and Welfare, second proposal). These new proposals would bring an additional ongoing cost to the District above and beyond the estimated +\$6 million annual impact from the changes to Article 10 requested on October 10. These combined proposals pose potential challenges to PUSD's goals of maintaining fiscal solvency and long-term stability.

Class Size Considerations

Data indicates that the average class size in PUSD elementary schools is within recommended standards and below neighboring district ratios and cap sizes. This data reflects the District's ongoing commitment to maintaining reasonable and manageable class sizes across schools, aligning with its priority of fostering effective learning environments for students. However, the District recognizes there is progress to be made in leveling individual classroom enrollments.

Commitment to Collaborative Solutions

The District remains confident that, while the current budgetary challenges are complex and will require difficult decisions, we can arrive at sustainable solutions through collaboration with all of our labor partners, including UTP.

Next Steps

The next bargaining session is scheduled for November 15, 2024.

PUSD Bargaining Team Members:

Dr. Sergio Canal, Chief Human Resources Officer
Dr. Helen Chan Hill, Chief Academic Officer
Mr. Saman Bravo-Karimi, Chief Business Officer
Dr. Jen Alcazar, Director of Human Resources
Ms. Lori Touloumian, Principal, Marshall Fundamental
Ms. Maricela Brambila, Principal, Willard

UTP Bargaining Team Members:

Ms. Bethel Lira, Bargaining Chairperson, Marshall Fundamental
Mr. Jonathan Gardner, President, UTP
Mr. Nathan Banditelli, California Teachers Association
Ms. Stephanie Kaul, Teacher, San Rafael
Ms. Lisa Collins, School Nurse, PHS
Mr. Michael To, Special Education Teacher, Blair IB