

Negotiated Solutions Team (NST) - Tentative Agreement



DEER VALLEY UNIFIED SCHOOL DISTRICT

MAY 9, 2023



Overview of Negotiation Process

Governing Board Policy GBB

Staff Involvement in Decision Making

- ▶ Revised and Adopted on October 27, 2015
- ▶ Recognizes the following organizations for the purposes of discussions with employee groups:
 - ▶ The Deer Valley Education Association (DVEA)-Certified
 - ▶ The Deer Valley Education Support professionals Association (DVESPA)-Hourly/Classified
 - ▶ The Deer Valley Building Leadership Team (BLT)-Administration



GBB-Staff Involvement in Decision Making

Negotiated Solutions Team

The Governing Board is interested in the welfare of its employees. It endorses an orderly process of negotiations between the Board's officially appointed representative(s) and recognized employee organization representatives.

Procedures may be utilized to permit representatives of employee organizations to present matters of concern. These procedures are a vehicle for collective solutions.

History of DVUSD Employee Negotiations

- ▶ Traditional Bargaining
- ▶ Meet and Confer
- ▶ Interest Based Negotiations (IBN)
- ▶ Negotiated Solutions Team (NST)
 - ▶ Budget (Salary and Benefits)
 - ▶ Language (Employee Rights and Terms/Conditions of Employment)

Current Practice

Outlined in Section XXI of the Certified Manual and Classified Manuals.

- ▶ The issues to be discussed will focus on salary, benefits, employee rights and terms and conditions of employment.
- ▶ Representative groups will develop and implement a method for gathering interests of employees annually.

NST Operating Procedures- Appendix G

Team Membership-Composition of the teams

Attendance-Establishes Norms for meeting participation

Agenda-Organizes agenda, communication, and minutes

Subcommittees-Guidelines for organizing sub groups for identified needs

Constituency Feedback and Ratification-Guidelines for employee group loops outs and approval

Accountability and Evaluation-Establishes support (post consensus) for final recommendations

Debrief-Continuous improvement process built around annual negotiations

NST-Budget (Salary and Benefits)

Composition of Team:

- ▶ 3 District Reps and 1 addition
- ▶ 3 BLT (1 alternative)
- ▶ 3 DVEA (1 alternative), 1 Non DVEA
- ▶ 3 DVESPA (1 alternative), 1 Non DVESPA

NST-Language (Employee Rights & Terms/Conditions of Employment)

Composition of Teams:

Certified:

- Deputy Superintendent
- 2 BLT (Principals)
- 2 DVEA (President and Rep.)

Classified:

2 Classified Staff

-HR Director

-2 BLT

-2 DVESPA Board members

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Certified NST Members



Jenna Moffitt

Deputy Superintendent of HR

Kim Crooks

Principal, Deer Valley HS

**Brittany Sutton
HS**

Principal, Boulder Creek

Harley Killman

DVEA President

Kelley Fisher

DVEA Vice President

Classified NST Members



Matt Hreha

Brad Brazell

**Ray Utter
Middle**

**Steven Lundh
Facilities**

Erik Hackenschmit

**Jeff Kingsley
Transportation**

**HR Director of Classified
Principal, Hillcrest Middle
Principal, Deer Valley**

DVESPA President,

Tech, Graphics

Mechanic,



Certified Negotiated Agreement Changes

Section VII – Personnel Files

- **Working File- updated to be called the Site Based Discipline File**
- **Personnel File - updated language throughout to reflect current, electronic processes**
- **Teacher changed to employee throughout section**

Section IX – Disciplinary Action Against Employees

- Added the words “A Written record of” to the verbal warning section and added language to mirror written warning processes.
- Changed language on 3.,d., i. to reflect any informal discipline, as it is not limited to written warnings only

Section XIII – Professional Staff Time Schedules

- Updated the employment year language to reflect the broad group of certified staff.
- Updated language for Fridays preceding holidays or vacations to include details related to PLC Fridays.
- Added language to remind certified staff that they may request professional release time for planning and preparation purposes. Administrative approval is required prior to taking such professional time.
- For class scheduling, the word “member” was added for employee group representation

Section XV – Class Loads

Staffing Formula Updates:

- **Occupational Therapy**
1:1500
750 adds a .5
- **Psychologist – added the word Pre to K-12th.**
1:900
450 adds a .5

Section XVII – Substitutes

- **Removed the word teacher and replaced with certified employees.**
- **The words “if appropriate” added to the responsibility of the site staff to enter an absence on behalf of an employee.**

Section XX – Professional Compensation

- Updated honored years of experience at the point of hire to reflect 10 years from 2023-2024 forward. Will not be retroactively applied.
- Removed – CTE- Career and Technical Student Organization sponsor 1 per Chapter CTE program (8 maximum) 1.75% (Will be allocated non-ibn)
- Updated Intervention and 504 Coordinator Addenda to be more clear on the allocation of each separately.



Classified Negotiated Agreement Changes

Section II– Definitions

Working File updated to Administrative Disciplinary File

- **Administrative Disciplinary File – clarified that the the disciplinary file will be accessible to all Campus Administrators and or direct Department Supervisors on a campus/department.**
- **Also added that the employee must be notified of any documentation being placed in their administrative disciplinary file.**

Section VIII– Disciplinary Action Against Employees

- ▶ **Added the following to the Verbal Written Warning and Written Warning section- This item will be placed in the campus/department Administrative Disciplinary file. The employee shall also have the right to submit a written response to be included to their disciplinary file**

Section XVI– Vacancies/In-House Reassignments/Transfers

- ▶ **Clarified and expanded the meaning of new hire under “transfer” section: Classified Hires/Transfers (New to the department or campus)**

Section XIX- Holidays

- ▶ **clarified that classified staff, that meet the hourly requirements, will have at least 8 paid days off as well as the additional 2 paid holidays of Winter Break Day and New Years Day paid.**