

CAUSE Questions - RE: District CLASSIFIED Bargaining
Submitted: April 4, 2024 – Bargaining Session.

- 1.) What is the “property tax baseline” for the 2023-24 school year?
- 2.) CAUSE requests data (daily average or weekly average) on the number of IA absences on any given day. This would allow us to better understand the need for a standing ‘substitute’ Relief Pool?
- 3.) What is the total cost (22-23) of all Instructional Aides currently employed?
- 4.) How many (as a % of total CLASSIFIED Employees) fall into the below Min. Wage positions?
- 5.) How many (as a % of total CLASSIFIED Employees) are at the Min. Wage positions (approx. \$20/hour)?
- 6.) When you state that IA’s will be moved to STEP 13, do you mean that ALL - IA’s will be moved to STEP 13 of IA’s III Class?
- 7.) In regard to the motivations the District share, in relation to equitable pay, is the District aware that by taking this approach, those who will be the most advantaged will not be the most senior employees who have provided the longest loyal service to the District (5, 10, 15, 20+ years), but rather, those lowest on the salary schedule?
- 8.) What is the cost of the 2% increase in dollars: Each year / annually?
- 9.) What is the cost of the 1% increase on the CLASSIFIED Salary schedule?
- 10.) What is the cost of the 1% increase on the CERTIFICATED Salary schedule?
- 11.) What is the cost of the 1% increase for the entire unit (CERTIFICATED & CLASSIFIED)?
- 12.) What is the impact of that cost (see # 7) on the District’s 3 year reserve balances; examined against the 3% State mandated min. and the 10% mandated cap?
- 13.) Or do you mean to STEP 13 of their individual IA’s Class (1,2 & 3)?
- 14.) Can you please provide a breakdown of the number of IA’s in each IA classification and the step they are at, so that we may better understand the impact of this proposal on the individual IA’s?

- 15.) Can you please provide an accounting of the actual dollar value of the District's proposal: "All currently employed instructional assistants will be moved to Step 13, retroactive to July 1, 2023?"; in regard to the costs to the District?
- 16.) Can you please provide an accounting of the impact on each of the 3 year reserve balances (24-25, 25-26, 26-27) based on the District's proposal: "All currently employed instructional assistants will be moved to Step 13, retroactive to July 1, 2023?"
- 17.) Is the District aware there are more components to the salary schedule than just the % values themselves? If so, what do you understand the other components to be?
- 18.) Can you explain the value of the District's proposal: "All currently employed instructional assistants will be moved to Step 13, retroactive to July 1, 2023?" What is the District trying to accomplish?