



United Administrators of Oakland Schools CAUSA 2024

- Contract
 - Big wins in negotiations
 - Comp pay
 - 21.5% Raise
 - Language related to Professional Development
 - More robust language related to Safety
 - Historical wins (work day)

- Big Wins
 - Increasing our membership
 - From 240 Jan. 2022 to 365 in Oct. 2024 (Visited 74 of 75 schools this year)
 - Re-branding with new logo, T-shirts, tote bags
 - Increased Executive Board participation

- Budget and school closures
 - All-Union work that Oakland teacher's union is doing

- Health and Benefits Governing Board (HBGB)

- Retired Administrators
 - By-laws work to include our retired admins who work as dues-paying, voting members



New Superintendent

- Former Deputy Superintendent
- Longtime SCUSD
- Previous Sup resigned after six years

District removed SacPD

- Negotiated Safety Officers
- Comprehensive high received allocated positions
- Others cover middle and elementary schools

Administrative Mentors/Coaching

- New to admin or SCUSD
- Veteran and retired SCUSD administrator hired or provided stipends

New Evaluation Template

- Still in process
- Shifting evaluation responsibilities

Negotiated new contract for UPE members

- Comprehensive comparative analysis
 - Compared to surrounding district administrators
 - Compared to hourly rate for SCUSD teachers
- Met with board members individually
 - Provided feedback and information about our message
 - Led us to increase our scaffolds in information packet
- Raises
 - Longevity
 - Added 8 days for two years "STRSable"
 - No releases without improvement plan
 - Summer school
 - Compensation for unpaid days
 - Compensation for planning



It's been quite a year in San Diego! Here are some of the highlights (or low lights)!

- AASD had almost 70 members lose their positions on June 30, 2024, as a result of March 15 notices for budget and reorganization reasons. Most were certificated central office staff and a handful classified supervisors/managers. 20-30 of the positions affected were filled, either with impacted members who were re-hired or new hires. There were also some new positions added. We are still sorting out the net impact of the loss of positions but we think it is around 35 which equates to approximately \$45,000 in lost revenue (union dues). For those members who were impacted, AASD once again funded career coaching for them which was greatly appreciated. We are also meeting with the District on “workload” issues as a result of the cuts at central office.
- SDUSD is facing a \$176 million dollar deficit for 2025-26. One strategy is offering a Supplemental Early Retirement Plan (SERP) and not filling positions of those who take it unless it is a mandated position such as a Principal. We do not have any information on the details of the SERP yet, but we believe members will need to make a decision by December with an end of the fiscal year implementation date.
- Our AASD classified and certificated collective bargaining agreements expire on June 30, 2025. We will be submitting our initial proposal for bargaining in January 2025. The various unions have agreed to coordinate bargaining behind the scenes. This is a first!
- AASD implemented payroll deduction to fund our AASD scholarships. Members can sign up for \$3/\$5/\$10/\$20 per month. We are off to a great start!
- The federal Office of Civil Rights (OCR) investigated how SDUSD handled Title IX cases during the tenure of Superintendent Cindy Marten (now Deputy Secretary of Education). The investigator reviewed 253 cases of alleged sexual misconduct against students by staff and other students from 2017 to 2020 and found that San Diego Unified had systematically failed its duties under Title IX, the federal law that prohibits sex-based discrimination in schools. Under the new leadership of the Title IX office, massive efforts have been in place this past year to revamp the Title IX department and processes.
- On August 29, 2024, following a 4-month investigation, the SDUSD Superintendent was terminated by the Board of Education (not for cause) following an investigation and findings of inappropriate sexual advances. Superintendent Jackson denies the findings. It's a tangled political web. The Deputy Superintendent, Dr. Fabiola Bagula, was placed as Interim Superintendent for the next six months. There are many different emotions amongst the management team. Things are moving along smoothly but it really is the emotional part of the situation that affects some of our AASD members.



West Contra Costa Administrators' Association
(WCCAA)



CAUSA Conference Fall 2024

Executive Board Members

Co-Executive Directors	Sue Kahn		Nona Cohen-Bowman
Elementary Representatives	Denise Steen	Priya Sembi	Matt Sloan
Middle School Representatives	Jay Eirvin		(Open)
High School Representatives	John Tran-Mortel		Rocio Reyes
Central Office Representatives	Christy Chen		Christine Hatcher
At Large Representative	Rebecca Ridenour		

Focus

Supporting members with certificated and classified staffing vacancies/absences

Social & Community Building - Providing events for membership, Taco Tuesdays etc.

Meals - Providing breakfast and lunch for all district principal meetings.

News & Updates

After a year of negotiations, a three year contract was approved Spring 2024 between WCCAA & WCCUSD.

- Step 5 column was evened out to match the other 4 columns in our salary schedule. Resulted in a 2.5% raise for our seasoned administrators.
- **"Me Too" for salary and benefits was added!**

Former WCCAA members and principals have been appointed to the WCCUSD Executive Board. Laurie Wong-Roberts as the Chief Technology Officer, Katherine Acosta-Verprauskus as the Interim Associate Superintendent for Teaching & Learning, Summerlyn Sigler as the Interim Associate Superintendent for K-12 School Operations and , Dr. Kim Moses, was just appointed as Interim Superintendent of Schools.

2025 WCCAA Executive Board elections are in progress. Retreat planned for January 2025.



Administrators Association Sweetwater Union

Report to CAUSA, October 2024

Last year, board members of the non-union Management Association of Sweetwater District (MASD) worked tirelessly to obtain enough membership to petition PERB to be certified as a union as of May 21, 2024.

On May 21, 2024, 107 Sweetwater Union High School District Principals and Assistant Principals took a major step by becoming a full-fledged union as recognized by the Public Employment Relations Board (PERB). The newly formed Administrators Association Sweetwater Union (AASU) will be under the umbrella of the United Administrators Southern California (UASC) – an organization that will assist in running the day-to-day business of the new union.

We began to set up the foundation of our new union:

1. In July, the Bylaws for AASU were approved by membership. These foundational rules will guide our work, ensuring transparency, accountability, and fairness as we advocate for the needs and rights of all school administrators.
2. In July and August nominations and voting resulted in our first Board of Directors.
3. As we move into Fall, we will begin to establish the infrastructure of our union and will begin planning to bargain our first new collective bargaining agreement.

We are setting a solid foundation for our union's future.

We are in the process of forming our bargaining team. A bargaining chair was selected, and we are selecting our team of two principals and two assistant principals. We are starting from a blank slate as no agreement was in place. Our mission is to secure a fair and equitable working environment for our members to perform at their best. We expect the process to continue well into the school year.

Joining the other district bargaining units, AASU is now at the table for board agenda and benefits committee meetings. We are setting up regular meetings with the superintendent to ensure our union has a formalized communication structure.

In addition, we are creating various committees to tackle important issues such as professional development, equity, and member engagement. These committees will be crucial in addressing specific concerns and ensuring our union remains responsive to the needs of all administrators.

During the initial months of our union, we have had a few instances where members have been called to HR for meetings that could impact their employment. We need to educate our membership to ask questions about the reason they are called into a meeting so that they become accustomed to asking for representation.