

TACOMA PUBLIC SCHOOLS
STATUS OF COLLECTIVE BARGAINING
SCHOOL BOARD MEETING
3/10/11

HOW WE BARGAIN

TYPE OF BARGAINING

Distributive Bargaining

- Gains for one side are made at the expense of the other
- Associated with the threat and deployment of sanctions by the parties
- Flourish in environments of low trust

Interest Based Bargaining

- Joint problem solving
- Assumes mutual gain possible
- Results usually go beyond immediate issues

Combination

COLLECTIVE BARGAINING UNIT	NUMBER OF EMPLOYEES	CONTRACT PERIOD	CONTRACT EXTENDED	PERCENTAGE INCREASES	YEAR LAST INCREASE APPLIED
International Union of Operating Engineers					
Bus Drivers	49	September 1, 2007 - August 31, 2010	August 31, 2011	07-08: 3.7% COLA + 1 % Neg. = 4.7% Total 08-09: 4.4% COLA + 1% Neg. = 5.4% Total 09-10: 0% COLA + 1% Neg = 1% Total 10-11: 0% increase	2010
Custodians	183	September 1, 2007 - August 31, 2010	August 31, 2011	07-08: 3.7% COLA + 1.3% = 5% Total 08-09: 4.4% COLA + 1.18% = 5.58% Total 09-10: 1.39% 10-11: 0% increase	2010
Security	29	September 1, 2007 - August 31, 2010	August 31, 2011	07-08: 3.7% COLA + 1.29% = 4.99% Total 08-09: 4.4% COLA + 1.41% = 5.81% Total 09-10: 1.61% 10-11: 0% increase	2010
Public School Employees of Tacoma School District Food Services	213	September 1, 2008 - August 31, 2011		08-09: 4.4% COLA + 0.4% Neg = 4.8% Total (Retroed additional .06%) 09-10: 0% increase 10-11: 0% COLA + 1% Neg. = 1% Total	2011
Pierce County Building & Construction Trades Council	49	September 1, 2010 - August 31, 2013		10-11: 1% increase 12-13 Open negotiations for wage and benefits.	2011
Tacoma Federation of ParaEducators	598	September 1, 2010 - August 31, 2013		10-11: 0% COLA + 1.5% Increase = 1.5% Total 11-12: 0% increase 12-13: .7% increase	2013

COLLECTIVE BARGAINING UNIT	NUMBER OF EMPLOYEES	CONTRACT PERIOD	PERCENTAGE INCREASES	YEAR LAST INCREASE APPLIED
Tacoma Association for Educational Office Employees	187	September 1, 2008 - August 31, 2011	08-09: 4.4% COLA + .5% Neg = 4.9% Total 09-10: 0% COLA + 4% Neg. = 4% Total 10-11: 0% COLA + 1% Neg. = 1% Total	2011
Tacoma Association of Public School Professional and Technical Employees	99	September 1, 2008 - August 31, 2011	08-09: 4.4% COLA + 1.5% Neg. = 5.9% Total 09-10: 0% COLA + 4% Neg. = 4% Total 10-11: 0% COLA + 1% Neg. = 1% Total	2011
Tacoma Education Association (Teachers, ESAs, etc.)	2055	September 1, 2008 - August 31, 2011	08-09: 4.4% COLA + .73% + .5% = 5.63% Total 09-10: 0% COLA + 1% Neg. = 1% Total 10-11: 0% COLA + 1% Neg. = 1% Total	2011
Tacoma Coaches and Extra Curricular Leaders Association	104 (no other assignment)	September 1, 2008 - August 31, 2011	08-09: Based on base salary \$32,913 = 5.13% 09-10: Specific sports received 1% increase 10-11: Specific sports received 1% increase	
Figures may reflect more than one assignment.	Cert Coach: 164 Cert Extracurricular: 809 Class Coach: 94 Class Extracurricular: 8			
Tacoma Principals' Association	94	July 1, 2009 - June 30, 2012	09-10 0 (Deferred) 10-11 0% COLA + 3.89% = 3.89% Total 11-12 Data not yet evaluated	2011

WHAT'S NEXT

- Impact bargaining to accommodate budget/staffing needs
- Impact bargaining to accommodate program needs, i.e., Montessori, grants
- Eight Collective Bargaining Agreements Open