



Statement

At every stage of our negotiations we've given PAT annual-salary schedules – and when the district agreed to add an extra day for teacher planning time, we raised our annual compensation offer to cover the extra day. To be clear, we've already included extra pay for an extra day. We have a limited window of time to get students back on Monday and PAT's eleventh-hour demand for an additional \$4 million threatens to derail this agreement.

Background

The current work-year for PAT members is 192 days.

For weeks, the parties have agreed that we would add a teacher planning day without sacrificing student instructional time. All cost estimates and salary schedules have assumed this slightly longer work year as part of the annual salary figures.

A prime example is [Nov. 12 \(pg. 2\)](#), where our costing estimate explicitly drew attention to the “plus 0.5% COLA Increase” (see below) to include the proposed 193-day calendar. In other words, **we consistently linked a higher cost-of-living adjustment to adding a day to the work year.**

The extra day will be a planning day. This is something PAT wanted. Last Monday, the union and district [signed a tentative agreement to cement adding an extra day.](#)

That same day, [PAT told their members](#) we had agreed to a 13.8% cost-of-living increase over three years. This is true, although we have yet to sign a tentative agreement.

Late Friday night (Nov. 24), after resolving all other outstanding disagreements – including parental involvement in class size committees – the union asked for an additional increase in their compensation package to reflect the extra day. This surfaced after weeks of simultaneously discussing a one day-longer work-year, a related annual-salary schedule, and a related cost-of-living adjustment. And again, the cost of living adjustment the district agreed to was higher in recognition of the extra workday.

Each day an educator works is roughly 0.5% of their annual salary, and this last-minute request would increase the cost of the total package by roughly \$4 million beginning in the second year of the contract.

As we have said before, every offer we have made to PAT since our first offer in January will require cuts to current operations to afford it. We were already looking at roughly \$126 million in cuts over the next three years.

Despite these elements, and because of our desire to send students back to school on Monday, late Friday night we offered to meet PAT half-way by offering a 0.5% COLA increase in the third year of the contract. We were told, via the mediator, that they rejected this offer.