

## **Banning Unified School District's Update Regarding Status of Strike and Negotiations to Resolve The Nicolet Dispute**

As many of you are aware, the Banning Teachers Association (Union) has been on strike for the first two days of the 2018-2019 school year and is expected to continue to remain on strike through Friday, August 10, 2018. The purpose of this message is to provide the District community with an update of recent events.

In sum, the dispute between the District and the Union revolves around the District's decision last year to increase instructional minutes (by 52 minutes per day) for students at Nicolet Middle School. The District made this decision in the best interest of its students because the students at this school had been receiving less instructional time than Banning High School students and others in the District. The Union claims this change should have been negotiated, and they are contesting the increase. Although the District and the Union have been discussing this matter since June of last school year, regrettably, the Union waited until the beginning of this 2018-2019 school year to strike - on the opening of schools - greatly impacting our students and their families.

The District held a special Board meeting Wednesday night of this week and also attempted to resolve the dispute with the Union throughout the evening. Although the parties were unable to find common ground on Wednesday, the parties nevertheless mutually agreed to conduct negotiations on Thursday as well. The parties met as scheduled for several hours on Thursday. Unfortunately, the parties have been unable to come to a mutual resolution.

Although the District and the Union have been attempting to resolve this matter for months, going back to the beginning of the last school year, the Union continues to contend that resolution requires fully eliminating the 52 minutes and to provide backpay to all Nicolet Middle School certificated employees for the 2017-2018 school year, totaling \$550,000.

In contrast, the District has attempted on numerous occasions, to seek compromise and today, moved further in that direction by offering to remit payment of \$300,000 and reduce the minutes at issue to only 20 per school day for the benefit of Nicolet students. This last offer presented by the District, was firmly rejected by the Union and the Union concluded negotiations despite the District's request for a counterproposal and some element of compromise. As a result, the District was informed that the strike activity will continue.

The Board of Education and the Superintendent regret that we all could not come closer to agreement today. The District, its Board of Education, and its Superintendent thank the District community for coming together in support of our students in this most difficult time.

### **Frequently Asked Questions (FAQ's):**

We hope the following answers some of the questions we are hearing in our community:

Question: How long is the strike expected to last?

Answer: Although the District has filed a request with the California Public Employment Relations Board to cease strike activity, that request is still pending. Nevertheless, it is the District's understanding that the employees will return to work on Monday, August 13, 2018, at the normal start time.

Questions: Will schools be open on Friday?

Answer: Yes. School will start as scheduled and student education will be conducted.

For more information, please also refer to our previous FAQ's located at <http://www.banning.k12.ca.us/>.