

4/2/2025

Dear Summit community,

On **March 20th**, Unite Summit and Summit Public Schools began the process of bargaining our successor collective bargaining agreement. This is where we come together to negotiate an agreed-upon set of articles, specifically:

- Employment Status
- Leaves of Absence
- Compensation
- Class Size and Caseload
- Calendar (including Work Year, Workday, and Professional Development)
- Grievances

The bargaining process is not just about reaching agreements—it's about strengthening the support system for all of Summit's educators. To do this, we believe we must walk into complexity together. This bargaining session included a one-hour presentation about the current financial status of Summit Public Schools, including data, presented by interim CFO Mike Barr, and we look forward to sharing more information in upcoming sessions. Some headlines from the presentation include:

- Public School enrollment in California is predicted to decline by 16% in 2030. Summit schools are seeing similar trends.
- California's proposed increase to public school funding are slowing from double digits in previous years to just 1-2% increase this year
- All but one of our California Summit schools are predicting a budget shortfall by 2026- 27 if not sooner without changes to spending and revenue

We are looking forward to collaboration with the union's bargaining team to both honor our teachers as well as ensure our schools have a financially viable future and we are able to stay open for both our educators and students.

Summit and Unite Summit also started bargaining over the impacts of the Everest closure on 4/2 and 4/4. Over the course of those 2 days, Unite Summit passed an opening proposal, Summit countered, Unite Summit countered, and Summit countered again. We have reached agreements in principle on several areas, including letters of recommendation, packing and moving support, and training and material support. We will schedule another negotiation session for later this month, and hope to resolve the outstanding issues then.

We are optimistic about working with Unite Summit to achieve our shared goals and ensure that we are setting up Summit's young people, teachers, and staff for a brighter, stronger future. Thank you for your ongoing commitment and support. If you have any questions or would like more information, please don't hesitate to reach out to us at info@summitps.org.