

sdta HOTLINE

May 28, 2019

CTA • NEA

18/19 – 6

Message from the President

I want to take this opportunity to apologize about the lack of Hotlines this Spring. It appears that in the ongoing work-life battle that is being your president, being a competent Spanish teacher, and being a single mom to three second graders, writing and distributing these newsletters is the piece that fell by the wayside. Hopefully, you have been receiving our emails through your site distribution and getting other updates from your site representatives.

While I definitely have the goal of getting at least one newsletter out per month in the coming school year, if you are interested in helping with the Hotline in the 19-20 school year, please don't hesitate to let me know! Don't all rush to respond now...you can have the summer to think it over.

-Edith Salvatore

NEW SDTA SITE REPS

Thank you to everyone who participated in SDTA's annual election of site representatives in April. We are welcoming ten new representatives onto our Legislative Council and saying goodbye to a few who are pursuing other opportunities in the fall. We would like to thank **Leia Asanuma**, **Jasmine Schimek**, **Belén Álvarez-Iglesias**, **Kai Lee**, **Glenda Ortez-Galán**, and **José Rosario** for the service and support they have provided to their colleagues.

At Carlmont, **Hai Nguyen** was re-elected for another 2-year term. He joins current reps **Katya Burton**, **Connie Dominguez**, **Irene Oliveira-Wood**, and **Rebecca Pearlman** and SDTA Treasurer **Matt Miskelly**. There is still one vacant position at Carlmont.

Menlo-Atherton saw the most new reps elected as **Cameron Rowland**, **Adriana Stone**, **Carla Chavez**, and **Candace Bolles** were all elected for the first time. Along with **Tim Bowler** and **Cat Burton-Tillson**, who were re-elected, they join returning rep **Ana Ventura**, Bargaining Team Member **Tania Kranzler**, SDTA Vice

President **Cary Milia**, and SDTA Secretary **Liane Strub**

Sequoia re-elected **Laura Larkin** and added **Dy Nguyen**, **Hillary Martinez**, and **Rob Poulos** to their stable of representatives. They join returning reps **Debolina Dutta** and **Jonathan Hoffman**, Bargaining Team Member and CTA State Council Representative **Dylan Shelley**, and President **Edith Salvatore**.

At Woodside, **Lexie Pretto** was re-elected and joins current reps **John Arner**, **David Edel**, and **Sharlett Downing** and SDTA Bargaining Chair **Greg Gruszynski**. There are two vacant positions at Woodside.

Not to be outdone by the larger sites, EPAA elected **Laura Nuñez** to join current rep **Caren McDonald**, **Mike Cobb** was elected as TRACE's first-ever rep, and **Evan O'Reilly** will take over representation for members at the District Office and other sites. There is still one vacant position at Redwood High School, where **Chris Beetley-Hagler** will be in the second year of his term, and we hope to elect a representative for TIDE Academy in the Fall.

NEW HAVEN TEACHERS ON STRIKE

Teachers in the New Haven Unified School District (Union City) went out on strike for the first time in their history on Monday, May 20th after negotiations with their District broke down. Amid soaring rents and cost of living increases, the District failed to offer more than a 1% increase on the salary schedule, along with a 3% one-time, off-schedule bonus, despite having more than \$26 million dollars in unrestricted reserves and running up their spending on management salaries. If you would like to support the NHTA strike fund, go to <https://www.gofundme.com/nhta-needy-teacher-fund>

BARGAINING UPDATE

The SDTA Bargaining Team has been bargaining with the district to settle a contract for the 2nd year (2019-2020) of a 2-year contract with limited “re-openers”. The SDTA team bargained with the district on March 20th, March 29th, April 24th and most recently on May 13th. At the time that we started bargaining, the property tax revenue, the district’s primary source of revenue, was reported by the county assessor’s office at a 6.3% increase over last year’s revenue. As of May 13th, the estimate of the district’s revenue has increased even more to a total of a 7.09% increase. The district’s budget documents show the district as budgeting to have an \$18,000,000, or approximately 11% reserve.

SDTA opened the bargaining on salary with a proposal for a 6% salary increase. The district responded with a 1% salary increase with an additional conditional 2% salary increase to be added on the condition that we agree to cap the district’s payment for health benefits at the level of the cost of Kaiser (as opposed to the current payment which is made at the highest HMO level). On May 13, SDTA did not agree to this conditional language as the reality is that this district-proposed cap in our health benefits would cause all of our members who have non-Kaiser HMO plans to have to pay out of pocket to keep their current plan or shift to Kaiser. These out of pocket payments, by our calculations, would result in a net loss in income to those non-Kaiser plan members in less than one year even with the 2% conditional salary increase taken into account.

Beyond salary, our original proposal also included language that would lower the guidance counselor ratios from 430 students per full-time counselor to 340; to create a ratio of 1 school psychologist per 1,000 students districtwide; to create a ratio of 1 school nurse per 2,500 students districtwide; to create a hard class cap for classes at 35 and for P.E. classes at 46; to create a caseload cap for ILS and TRACE classes at 14, and to provide for the selection of department chairs by election of the respective departments. For the STARS program, we proposed more permissive language that doesn’t set a hard caseload cap at 14 but instead establishes that

number as a goal and provides a requirement of consultation with SDTA to problem solve should this caseload cap ever be exceeded. We proposed this “soft” cap language in acknowledgement that the district has been working in the last year or two to keep the caseloads in STARS classes at 14. As of our last bargaining date, May 13, the district has said no to all of these proposals.

On May 13, our last proposal contained some further movement on our part. We proposed that ILS and TRACE have “soft” cap language identical to that of the STARS program. We had learned that the district had already planned to hire to reduce STARS class sizes and expand the TRACE program by 1 FTE teacher and 2 instructional associates. As these additional costs for hiring members of our bargaining unit are close to the cost of ½ of a percent of a salary increase, the SDTA team included in this proposal movement to a 5.5% salary increase. We also proposed that instead of a hard class cap of 35 and 46 for P.E. that the contract language state that the district load classes in the master schedule at 35 and 46 for P.E. uniformly across the district. In further movement towards a possible agreement, SDTA’s bargaining team moved from the 340:1 ratio proposal for counselors to a ratio of 360:1 and maintained the rest of our proposal the same as it was before. We did not have time on May 13th to hear a response from the district’s bargaining team and so we set a date of August 26th for our next bargaining date.

As we have not yet reached an agreement with the district for the 2019-2020 school year, we will start next year with the same salary as we are being paid now. When we reach a tentative agreement in the fall, the SDTA Legislative Council (our “board”) will vote whether or not to send the agreement to the members for a ratification vote. It is the long-held bargaining practice that the negotiated salary increase, once ratified, will be paid retroactive to the beginning of the new fiscal year, which for this year is July 1, 2019. We look forward to bargaining in August and reaching a solid and fair agreement after returning in the fall.

Join our Facebook Group for Updates <http://www.facebook.com/groups/MySDTA>

Your 2019-2020 SDTA Site Reps:

Carlmont

Katya Burton
Irene De Oliveira Wood
Connie Dominguez
Hai Nguyen
Rebecca Pearlman
Kelly Redmon
(communications)

Menlo-Atherton

Candace Bolles
Tim Bowler
Carla Chavez
Cat Burton-Tillson
Cary Milia
Cameron Rowland
Adriana Stone
Liane Strub
Ana Ventura

Sequoia

Debolina Dutta
Jonathan Hoffman
Laura Larkin
Hillary Martinez
Dy Nguyen
Rob Poulos
Edith Salvatore
Dylan Shelley

Woodside

John Arner
Sharlett Downing
David Edel
Greg Gruszynski
Alexandrina Pretto

East Palo Alto Academy

Caren McDonald
Laura Nuñez

Redwood

Chris Beetley-Hagler

TRACE

Mike Cobb

District Office

Evan O'Reilly

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Redwood

Kai Lee
Chris Beetley-Hagler

EPAA

Caren McDonald
Glenda Ortez-Galán

District Office

José Rosario