

# sdta **HOTLINE**

September 10, 2019

CTA • NEA

19/20 – 2

## Message from the President

There are many ways to get involved with SDTA if you'd like to. If you're interested in contributing to the Hotline or SDTA website, contact me at [sdtapresident@gmail.com](mailto:sdtapresident@gmail.com). If you'd like to join SDTA's Social Justice team, contact Greg Gruszynski at [ggruszynski@seq.org](mailto:ggruszynski@seq.org). Other ideas? Let us know!

*-Edith Salvatore*

## BARGAINING UPDATE

On August 26, the SDTA and the District Team for the 5th full day of bargaining to try to reach a settlement with reopeners on salary, benefits, and class size for the second year of a two-year contract. Both sides traded a pair of proposals each.

The District opened with a proposal that reiterated its prior offer of a 1% salary increase with an additional 2% salary increase proposed conditional upon SDTA agreeing to cap health benefits at the (lower) cost of the Kaiser HMO plan. For our members on non-Kaiser plans, the difference in premium would far outweigh the 2% salary increase and as such, SDTA rejected the district proposal to cap health benefits with the language "SDTA wishes to maintain current contract language on district-provided health benefit cap at the level of the highest HMO premium offered."

The district proposal also included a new proposal to add an additional 0.5% salary increase conditional upon SDTA agreeing to 1) extend the work year by one day for proposed professional development and 2) re-designate one of every full-time teacher's two preparation periods as a "Professional Responsibility Period", both of which SDTA rejection, opting to maintain the contract work year at its current 187 days and to keep teacher preparation periods as they are now, where full time teachers receive two full preparation periods, must have at least one preparation period scheduled each school day and that management may only "infrequently" assign duties during preparation periods.

As the district bargaining team has brought up the idea of leaving CALPERS in favor of another option at the bargaining table, SDTA reiterated that we are willing to discuss this option through the Benefits Committee but "[d]ue to the amount of information and discussion still needed and the substantial work and conversation necessary for any potential exit from CALPERS, SDTA is not seeking to pursue an exit for the 2020 benefit.

In our response, SDTA reiterated the proposal of a 5.5% salary increase together with our several proposals on class size: lowering the ratio of students per counselor at comprehensive sites from 430:1 to 360:1; establishing ratios for school psychologists (1:1,000 students) and nurses (1:2,500 students); and for caseloads for STARS, ILS and TRACE "which the District shall strive to limit to 14:1...Should the STARS, ILS, or TRACE caseloads exceed 14:1, then the District and SDTA will meet to problem solve." SDTA continued to propose that Department Chairs be elected by members of their department rather than selected by the site principal, and maintained previous language accepting "the District's idea as discussed to load classes in Infinite Campus at 35, and 46 for PE, for the 2019-2020 school year as a step toward the shared goal of avoiding overly large class sizes." It is not clear whether the District has, in practice, made an attempt to load classes at these levels for 2019-2020.

The District responded with a proposal for a 1.5% salary increase and reiterated its proposal of an additional 2% salary increase conditional upon SDTA agreeing to cap health benefits at the (lower) cost of the Kaiser HMO plan but dropped its proposal for an additional 0.5% salary increase conditional upon extending the work year by one day and the "Professional Responsibility Period" language. The District accepted the SDTA proposed language for ILS and STARS classes to "engage in conversation to problem solve if enrollment exceeds 14 students per class but rejected the same language for TRACE. The District continued to reject SDTA proposals for reduction of counseling ratios, establishing ratios for School Psychologists and Nurses, and continues to reject the idea of elected rather than administration-selected department chairs.

SDTA final response of the day maintained all of the same items as our prior proposal above but changed the proposed salary increase to 5%.

We ended the bargaining session by setting two dates to bargain – September 19 and October 7. It is our hope that we are able to settle with a fair contract agreement by the second, if not the first, of these bargaining dates so that the salary increase and retroactive pay as well as the other important negotiated working conditions go into effect as soon as possible.

## CTA LGBTQ+ SAFETY IN SCHOOLS GRANT AND SCHOLARSHIP PROGRAM

This program, named in memory of CTA member and educator Guy DeRosa, a lifelong advocate for civil and human rights and LGBTQ+ issues, promotes human and civil rights by making our public schools safe for lesbian,

gay, bisexual, transgender and queer/questioning persons. The grant program supports groups, projects and presentations that promote understanding and respect for LGBTQ+ persons and is to be used directly with students. Grant applicants must be: a CTA/SCTA member, or a public school student(s) sponsored by a CTA/SCTA member, or a CTA local chapter sponsored by a CTA/SCTA member, or a public school district(s) sponsored by a CTA/SCTA member.

The scholarship program will support self-identified LGBTQ members enrolled in a teacher/counseling credential or graduate program who are pursuing a career in public education and who understand the importance of LGBTQ educators as role models in our public schools. Applicants are expected to address any experiences and/or personal philosophy, that benefits the LGBTQ public school community.

Online applications are available at the CTA website at [www.cta.org/scholarships](http://www.cta.org/scholarships) (log-in required) and must be received online by 11:59 p.m. on Friday, January 10, 2020. If you'd like to support these efforts, donations to the CTA Foundation (attn: LGBTQ+ Grant & Scholarship Program) may be sent to CTA Human Rights Dept. Attn. Annette Barroso, PO Box 921, Burlingame, Ca 94011-0921.

## RELIGIOUS HOLIDAYS

The Sequoia Union High School District has employees and students who represent a wide variety of religions and beliefs. Some of these require their adherents to miss school during various holidays and observances. Under the SDTA contract, bargaining unit members are able to follow the dictums of their religions by entering a Personal Necessity absence in the Frontline absence reporting system. Be sure to list the holiday in the "notes" section when you enter your absence, as absences for religious observances do not count against the employee incentive for reduced absences in the SDTA contract.

It is important that we as educators respect our students' need to miss class as well. The following is a non-exhaustive list of traditional observances, and major days of religious significance. Please consider these dates as you plan for the year.

Holiday or Observance	Religious Group	Dates
Eid al-Adha	Islamic	8/12/19 #
Janmashtami	Hindu	8/23/19
Muharram (Al Hijrah New Year)	Islamic	9/1/19
Navaratri/Dassehra	Hindu	9/29-10/7/19
*Rosh Hashanah	Jewish	9/30-10/1/19**
*Yom Kippur	Jewish	10/9/19**
Indigenous Peoples' Day		10/14/19
*Sukkot	Jewish	10/14-20/19 (14-15**)
*Shmini Atzeret	Jewish	10/21/19**
*Simchat Torah	Jewish	10/22/19**
Diwali	Hindu	10/27/19
Mawlid-al-Nabi (birthday of Mohammad)	Islamic	11/10/19 #
Hanukkah (Chanukah)	Jewish	12/23-30/19
Christmas Day	Christian	12/25/19
Orthodox Christmas	Christian Orthodox	1/7/20
Lunar New Year		1/25/20
Maha Shivaratri	Hindu	2/21/20
Beginning of Lent	Christian Orthodox	2/26/20
Ash Wednesday	Christian	2/26/20
Holi	Hindu	3/9-10/20
Purim	Jewish	3/10/20
Ramanavami	Hindu	4/2/20
*Passover (Pesach)	Jewish	4/9-16/20 (9-10, 15-16**)
Good Friday	Christian	4/10/20
Easter	Christian	4/12/20
Orthodox Good Friday	Christian Orthodox	4/17/20
Orthodox Easter	Christian Orthodox	4/19/20
Beginning of Ramadan	Islamic	4/24/20 #
Lailat Ul Qadr	Islamic	5/ 19/20 #
Eid al-Fitr (End of Ramadan)	Islamic	5/ 24/20 #
*Shavuot	Jewish	5/29-30/20**

\* Begins at sundown the night before

\*\*Designated as non-work days (many Jews choose to observe Rosh Hashana, Yom Kippur, and the first days of Passover as non-work days)

# Date not fixed to calendar, but rather based on the actual sighting of the moon and therefore there may be a variance in the date.

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

### Your SDTA Site Reps:

#### Carlmont

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

**District Office**  
 Evan O'Reilly

#### Menlo-Atherton

Candace Bolles  
 Tim Bowler\*  
 Cat Burton-Tillson  
 Carla Chavez  
 Cary Milia\*  
 Tania Kranzler\*  
 Cameron Rowland  
 Liane Strub  
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#### Sequoia

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 Dylan Shelley\*

#### Woodside

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 Greg Gruszynski\*  
 Alexandrina Pretto  
 Sharlett Downing

#### East Palo Alto Academy

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 Laura Nuñez

#### Redwood

Chris Beetley-Hagler

#### TRACE

Mike Cobb

#### TIDE

TBD

\*bargaining team