

# sdta **HOTLINE**

February 18, 2016

CTA • NEA

15/16 – 8

## Message from the President

Like many of you, I learned of Supreme Court Justice Antonin Scalia's passing over this past weekend. While my thoughts went to his family and friends who are grieving, I was obviously also thinking of the impact his vacancy on the court will have on the pending Supreme Court decision in the Friedrichs vs. CTA case. Best estimates had Scalia as part of a 5-4 majority poised to side against Labor Unions in this crucial decision. Now it would appear the court might be evenly divided on the issue. While nothing will be official until the decisions are publicly rendered in June, this could mean that the lower court's decision, in favor of CTA, would stand, as if the issue had never been heard by the Supreme Court. However, this does not mean that opponents to unions and public education will stop fighting, just as our victory over Proposition 32 did not end the battle. We will have to continue to be vigilant in our defense of collective bargaining, representation, and public education, together. Unity is Strength.

*-Edith Salvatore*

## SDTA PROPOSAL

- Right to union representation in all meetings with management
- Four days of release time for co-teaching pairs for planning
- Clarity that duty-free lunch and prep time are respected during full-day PD or workshops and that no meetings are scheduled on teacher work days
- Improvement of protections against involuntary transfer
- Improvements in leaves protections, including maternity/paternity leave, Catastrophic Family Care Leave, and Religious Observation Leave
- Development and rubrics to align the evaluation of counselors to the California Standards for the School Counseling Profession
- Additional language providing for mutual agreement of scheduled classroom observations
- Additional Safety language recognizing the occasional need of staff to step into a situation to protect a student
- Introduction of Binding Arbitration for the determination of unsolved grievances.
- Requirement that the District pay the cost of supplemental certification required for continued employment
- Allowance of stipends for multiple Master's Degrees
- Increase in Department Chair stipends
- Establishing caseload limits for Special Education (STARS 1: 14 students, STARS 2: 12 students, ILS/TRACE: 12 students, Other SDC: 12 students, School Psychologists: 1 per 1,000 general education students, School Nurses: 1 per 2,500 students district-wide
- Establishment of a 22:1 staffing ratio for Resource Specialist programs
- Establishment that selection of department chairs will be by election of the department
- Improvement of salary placement for post-retirement employees
- Compensation that respects the valuable work our members provide to the District
- Maintenance of benefit levels
- A 2-year term of the contract

## SDTA and District Sunshine Bargaining Proposals

At the February 17<sup>th</sup> Board Meeting, both SDTA and the District presented their initial bargaining proposals for public hearing. This round of negotiations the whole contract is open for negotiations. Below is a summary of what each side has proposed. Your Site Reps have full copies of the proposals if you'd like to review them.

### DISTRICT PROPOSAL

- Change in language regulating 6/5 positions
- Update of leave provisions to be current with legal mandates
- Clarification of personal necessity leave
- Required documentation for personal necessity leave
- Investigation of the use of Job Shares
- Changes to evaluation criteria and processes for both classroom teachers and non-classroom members
- A total compensation package (salary and benefits) that is commensurate with similar local districts.
- A 3-year term of the contract

## UPCOMING WORKSHOPS

### • CTA GOOD TEACHING CONFERENCE

**April 15<sup>th</sup> – 17<sup>th</sup>** The CTA Good Teaching Conferences are designed to support excellent teaching and learning practices for classroom teachers. They offer a variety of diverse workshops in curriculum content areas for K-12 teachers, provide opportunities for professional development and offer time to network and share ideas with colleagues and experts in the field. For more information and to register for the conference, visit [cta.org/en/Professional-Development/Events/Conferences.aspx](http://cta.org/en/Professional-Development/Events/Conferences.aspx)

SDTA has received RSVPs for all 10 of the spots we will fund, but if you would like to be placed on the waiting list in case members are unable to attend, please contact the office at [sdta2@sbcglobal.net](mailto:sdta2@sbcglobal.net)

### • RETIREMENT WORKSHOP

Unfortunately, the Retirement workshop scheduled for February 9<sup>th</sup> at CTA Headquarters was cancelled due to a building lockdown. There has not yet been any word about re-scheduling of the event, but SDTA will let members know as soon as a date is finalized.

### • SPECIAL EDUCATION WORKSHOP

**APRIL 14<sup>TH</sup> from 4pm-6pm** at our CTA Headquarters building in Burlingame. This workshop is intended to help Special and General Educators “unwrap” the impact and implications of state and federal special education law and is open to all members. Topics covered will include Teacher Rights, IEP’s, Discipline, Changes to Service Delivery, Collaboration Discussion, and Response to Intervention. If you are interested in attending, please RSVP to [alaxa@cta.org](mailto:alaxa@cta.org) or 650-552-5561 by April 8<sup>th</sup>.

### SAVE THE DATE

SDTA is planning a Spring TGIF for May 6<sup>th</sup>.  
Information on time and location coming soon.

## SIGNATURES NEEDED FOR REAUTHORIZATION OF PROP 30

CTA will be participating in an 8-week signature gathering drive for the Prop 30 extension measure, entitled, *The Children’s Education and Healthcare Protection Act of 2016*. We are being asked to gather signatures **from now until Monday, April 11**. This measure will bring in \$120 Billion in revenue over 12 years for education and other vital services. Qualifying it for the ballot, and supporting it once it qualifies, is a top priority for CTA, along with other Alliance partners including the California Federation of Teachers (CFT), California School Employees Association (CSEA), Service Employees International Union (SEIU), and more.

The passage of Proposition 30 helped to save public education and other vital services in California. If it is allowed to sunset, we will return to the climate of budget cuts and the slashing of services that confronted us in the early part of this decade. As the cost of living continues to soar, we cannot allow funding to lag behind any more than it already does and our students cannot afford to have more holes puncturing the safety net the state provides. Please consider supporting us by contacting your site representatives and circulating petitions among your friends and family members.

### What SDTA Means to Me

*Melissa Smilgys, Special Education Teacher*

SDTA has been incredibly important to both me and my family. In addition to fighting for us and our loved ones for excellent benefits and a competitive salary, SDTA fights for us as people, educators, and citizens. SDTA works hard to make sure we are treated fairly and respectfully by each other and by management. Every interaction that I have had with SDTA representatives has been helpful, positive, and most importantly, reassuring. We currently live in a society where the idea of unions and collective bargaining is being marginalized and demonized. SDTA continues to dispute against this negative discourse with professionalism and with success. SDTA sets a precedent throughout the educational landscape that unions are incredibly important and valuable. Woody Guthrie once sang, "I'm sticking to the union," and I couldn't agree more.

<http://www.facebook.com/groups/MySDTA>

### Your SDTA Site Reps:

#### Carlmont

Katya Burton  
Connie Dominguez  
Cary Milia\*  
Hai Nguyen  
Genevieve Tep  
Carolyn Wade\*  
Kelly Redmon  
(communications)

#### Menlo-Atherton

Tim Bowler\*  
Manuel Delgado  
Karina Escobar-Weaver  
Tania Kranzler\*  
Patrick Maier  
Mike Molieri  
Liane Strub

#### Sequoia

Belén Álvarez-Iglesias  
Debolina Dutta  
Guadalupe Navarrete  
Octavio Rodriguez  
Edith Salvatore\*  
Jasmine Schimek  
Dylan Shelley\*  
Kate Sheehan

#### Woodside

Adele Alvarez  
Rick DeFrancesco  
Greg Gruszynski\*  
Diana House  
Alexandrina Pretto  
Marian Welch  
Felicia Yang  
\*bargaining team rep

#### Redwood

Javier Galaviz\*  
Mike Martin  
Maureen Svenson  
  
**District Office**  
(available opening)  
**EPAA**  
Tamesha Wise

**Join our Facebook Group for Updates**  
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