



**CALIFORNIA TEACHERS ASSOCIATION**  
EVERGREEN TEACHERS ASSOCIATION/CTA/NEA

November 7, 2014

Superintendent Kathy Gomez  
Evergreen Elementary School District  
3188 Quimby Road  
San Jose, CA 95148

***RE: Demand to Bargain/Consult –  
Ongoing Implementation of the Common Core Standards***

Dear Superintendent Gomez,

Please be advised the Evergreen Teachers Association, as the exclusive bargaining agent, hereby demands to bargain and consult on any proposed changes, as well as any impacts or effects that may result, from the ongoing implementation of the Common Core Standards.

The district's recent behavior indicates it is beginning to recognize the extent of the problem. For the first time, it organized discussion groups on Oct. 20 to allow teachers the opportunity to share their concerns. In addition, the district's bargaining team has made repeated attempts to negotiate additional professional development days despite the fact the contract specifies opening only Article 15.1 – an increase to the Salary Schedule.

Items to consult on and bargain include but are not limited to:

- Insufficient materials leading to an inordinate amount of time and money from classroom budgets spent on making copies.
- Insufficient time to plan daily curriculum.
- Implementation of District Units of Study without prior consultation with bargaining team.
- Midyear change in 7<sup>th</sup> grade math curriculum (acceleration) without prior consultation with bargaining team.

Please contact me at 408 272 0601 at your earliest convenience to schedule a mutually agreeable date/time to negotiate.

Respectfully,

Brian Wheatley, President  
Evergreen Teachers Association