



# Support Our Members Everywhere!

2/19/16

## S.O.M.E. #4 – Temporary Teachers

We have 32 ETA members who are temporary teachers. In an effort to deal with **declining enrollment** both actual and projected, management is planning to release them at the end of this year. While this decision is perfectly legal, there is a much better solution to the need for a reduction in staff. EESD should offer an incentive to encourage some of those at the top to retire earlier than planned - a **Supplemental Early Retirement Plan** (SERP). The district saves **ongoing monies**, experienced teachers get the opportunity to retire a little sooner, and 32 younger educators **keep their jobs**. Essentially, we have an opportunity for a **win-win-win** in EESD. Hopefully, **Trustees** will act soon!

## S.O.M.E. #3 – Kindergarten

ETA filed a **Demand to Bargain**. Negotiations will begin March 1. Our goal is to reach an acceptable **agreement** while protecting teachers' **working conditions** which equal students' learning environment and rectify the current situation where EESD is planning to **violate** our contract.

EESD delivered a letter to ETA leadership on Feb. 1 indicating they think they can **impose** all-day kindergarten next year without going through the normal process of **negotiations**. Their current plan is to institute it at five schools next year (CA, LW, MO, KS, & SO) and then expand the program as facilities are prepared. We believe this issue belongs at the **bargaining** table because there is language in our **contract** (Article 9.1.5) and it directly affects the **working conditions** of teachers. We further believe this important decision about how best to meet the needs of our youngest students should be determined primarily by those who are in the classroom every day. We are exploring ways to counter this arbitrary pronouncement both through legal means and by **organizing**. Our ultimate goal is to create a **collaborative** path between teachers and the District to determine the impacts and effects of implementing full-day kindergarten.

## S.O.M.E. #2 – PE Lawsuit

No change in the current situation. When a mediation decision is reached, we'll know more.

EESD began **mediation** with the lawyer responsible for the suit along with four other districts. In addition to monetary compensation, he is seeking verification of PE **compliance** through some kind of form teachers would have to fill out every two weeks. He also wants random visits by principals. Nothing has been decided, and there is currently no date set for continuing the process. ETA leadership seeks to **collaborate** with EESD to support teachers, possibly with additional PE **prep time** next year. The concern is the district may attempt to **impose** a future settlement with threats of **disciplinary action**.

EESD has been named in a PE Lawsuit which claims students aren't receiving 200 minutes every 10 days per Ed Code. All 1st-6th grade teachers have been told to submit lesson plans for the entire year plus additional documentation to their administrator by Dec. 16. Certain sites are currently under a great deal of pressure to comply while others have not been targeted as of yet. This unfair burden is being placed on many of our colleagues despite the fact the district's lawyer, Amy Levine, has agreed to ETA's compromise of simply turning in a weekly schedule. I've read her email confirmation myself. I don't understand why Superintendent Gomez and several principals are choosing to be so obstinate and ignore the advice from their own attorney. One major concern is the district may be attempting to absolve themselves of blame (CYA strategy) and assert instructional minute allocation is solely a teacher decision.

## S.O.M.E. #1 – Dove Hill Closure

Trustees have become involved, slowed down the process, and requested a committee made up of **community stakeholders** be formed to examine enrollment throughout the entire district.

Dove Hill parents and teachers turned out in impressive numbers on Feb. 1 to express concern regarding the district's apparent interest in closing their school. It appears EESD is rethinking the situation given future **projections** of continued **declining enrollment** district wide. The plan articulated by Superintendent Gomez is to create a **committee** of 7-11 community members to look at the entire situation. Our concern is the DO has a long history of creating committees with handpicked members who eventually acquiesce and **rubber stamp** a decision that has already been made by management.

Dove Hill teachers are dealing with the very real possibility of their school closing by 2017-18. They are anxious about the Dove Hill community and the DO's lack of transparency. For example, while being invited to attend a November meeting to discuss the possibility of a new Meadowfair school, DH parents were not informed it was contingent on Dove Hill closing. Besides being focused on what will happen to students - the DO is proposing they walk to Montgomery - DH teachers wonder and worry where they will be in two years.

**Any way you can offer support to colleagues dealing with these unfortunate situations, would be greatly appreciated. Please share your ideas with each other as we continue to work together, offer S.O.M.E. help, and stay united!**