

## Didn't we just do this? Does any of it matter? An ETA History Lesson

### Bargaining Cycle 2012-2014:

- District declared Impasse on Oct. 25, 2012 and unilaterally proposed to:
  - Place a hard cap on health benefits so teachers would incur all future cost increases
  - Eliminate 4<sup>th</sup>-6<sup>th</sup> grade prep (which would mean loss of teacher jobs)
  - Eliminate funding the ETA Trust
  - Elongate the salary schedule
  - Add 10 furlough days (if Prop 30 didn't pass)
- Teachers picketed, e-picketed, attended board meetings, engaged community members by passing out flyers, went work to rule, and stopped doing adjunct duties\*.
- In the end, ETA members settled for a 3-year contract which included:
  - A 3% increase to the salary schedule for 2013-14 with re-openers in 14-15 & 15-16\*\*
  - Sharing the health benefit cost increases 50-50 with the district
  - No change in 4<sup>th</sup>-6<sup>th</sup> grade prep
  - An increase in funding for the ETA Trust
  - No elongation of the salary schedule
  - No furlough days

*\* A residual effect of these negotiations was the formation of the district SEAT. This ensured that teachers would not only be equal partners in collaborating with administration about extracurricular activities, but would also be PAID overtime for their work on these activities.*

*\*\* ETA pushed very hard for on-the-salary schedule increases for the 2<sup>nd</sup> and 3<sup>rd</sup> years, thereby effectively closing the contract and establishing some degree of labor peace. The district declined and was only willing to entertain the idea of a 3-year closed agreement at 3%, 0%, and 0%.*

### Bargaining Cycle 2014-2015:

- The district's initial proposal on Oct. 7, 2014 was a per diem pay cut (work an extra day after school got out in June for only a 0.5% increase).
- After 5 sessions, the district was still offering only 1%.
- It wasn't until repeated actions by ETA members at the December and January school board meetings, along with the passing out of flyers in early February, culminating in an ETA declaration of Impasse on Feb. 4, 2015, that the District finally moved towards a fair contract settlement.
- Teachers received a 3.25% retroactive salary increase on Feb. 11 (the day before the school board meeting) after 8 bargaining sessions.

### Bargaining Cycle 2017-2018:

- The District has made it clear that the board is looking to realize savings to balance their budget with negotiable items. Their suggested options include: reduction or elimination of 4<sup>th</sup>-6<sup>th</sup> grade prep (which would mean loss of teacher jobs), furlough days, increases in class size (again, a loss of teacher jobs), reduction or elimination of TK/K aides, and changes to benefits and Trust funding. Sounds familiar, right? What are YOU willing to do?
- This Thursday, November 9:
  - Wear your ETA shirt. Take group photos of your lovely selves and share on social media (#ETATogether).
  - Join us at 5:00 p.m. at the District Office, rain or shine! We will be demonstrating while the school board meets in closed session. Carry a sign, bring a friend, make some noise!
  - If you can, please plan on staying at least through the public comments section of the regular school board meeting. The regular meeting begins at 6:30 p.m.