



# Your Voice, Our Union, Our Future

DSTEACHERS.ORG | EMAIL: NEGOTIATIONS@DSTEACHERS.ORG | DECEMBER 03, 2014

## Your Negotiations Team:

### Fair Position to DSUSD's 2%

DSTA and DSUSD met on December 3, 2014, with a straightforward discussion of many Articles including salary and benefits. In detail, your DSTA team identified DSUSD's positive financial outlook, \$23 million MORE in LCFF (Local Control Funding Formula) this year from the state, which is more than sufficient to provide a compensation increase well above the 2% (\$2 million) increase the District is proposing.

Listening to the strong message members have sent to the DSTA team, DSTA is proposing a just and reasonable 7% increase in salary and 3% increase in medical benefits. The proposed medical increase would simply MATCH the contribution that the district is already making for Classified and Administrative staff who currently are receiving approximately \$3,000 more per year for medical benefits than teachers.

DSUSD has still not responded to multiple DSTA proposals including: compensation for teachers who miss their planning period more than two times a month for IEP or SST meetings, an 8% stipend for Special Education teachers for time spent outside of the workday on paperwork/meetings, an increase of the PAR/BTSA stipend, payment to teachers who go over the recommended class size, and more planning time for elementary teachers.

DSUSD is only #24 out of the 33 Districts in our area for compensation at the top of the salary schedule.

- DSUSD tops the salary schedule at \$88,228
- CVUSD teachers receive \$90,695
- PSUSD pays \$90,847
- Want to drive a little down the road? Beaumont teachers make \$93,130!

We know you are concerned. We will be at your building in January to discuss further action needed to get a fair settlement.



## OUR TEAM

- Trina Alesi
- Doug Brown
- Anna Harris
- Lisa Nava
- Kate Phillips (CTA REP)
- Ralph Reyes
- Jorge Rosales (CHAIR)

## DSTA



Adopt-A-Highway Community Service: Meet at the DSTA Office on December 13, 2014 from 8:00 a.m. to 10:30 am. Organized by Jason Goff, DSTA Middle School Director. Thank you!

## @DSTAUnion



Thank you #TeamDSTA. Next Meet & Greet on January 21, 2015! Follow: @DSTAUnion.

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