



Your Voice, Our Union, Our Future

DSTEACHERS.ORG | EMAIL: NEGOTIATIONS@DSTEACHERS.ORG | JANUARY 23, 2015

Fighting for a REAL Salary Increase

Bargaining resumed on January 21, 2015. The District presented a package response to DSTA's proposals. Key points of the District's proposal:

- Salary: 2% salary increase retroactive to July, 2014 (no change).
- Work Day: Increase each day by 30 minutes (this is not a salary increase). This is the equivalent of 13 additional workdays per school year. To pay teachers for the additional work, 4% is added to the salary schedule on March 1, 2015.
- Benefits:
 - 2014-15/2015-16: Minimal increase to district benefit contributions other than to Kaiser which will increase by \$127.95 tenthly. No flat cap or match.
 - 2016-17: Cap to be the Kaiser premium amount, paid by District.
 - **No offer to match admin or classified cap of \$14,136/year even by 2016-17.**

DSTA is fighting for a fair and reasonable settlement. DSUSD can and should do significantly more on salary and benefits (still currently proposing 7% salary increase in 2014-15 and same cap that administration and classified have for health benefits); equitable planning time for ECE and elementary; more teacher input in curriculum council; Teacher collaboration time on early release/late start days; stipend for special education teachers; compensation for lost planning time due to IEP and SST meetings.

Tentative agreements include:

- ✓ Expansion of bereavement leave
- ✓ \$500 additional stipend for Induction Coaches (BTSA)
- ✓ Adjustments to the grievance timeline
- ✓ Update language on leave rights due to birth/adoption per law
- ✓ Update evaluation language

Bargaining will resume on January 28th. YOUR continued involvement is imperative to get this contract settled.

**SEE YOU AT THE FLAGPOLE AT THE DISTRICT OFFICE ON
TUESDAY, FEBRUARY 3RD FROM 5:15-5:45 PM!**

WEAR BLUE AND BRING ALL OF YOUR FRIENDS/FAMILY.

YOUR ATTENDANCE IS CRUCIAL!

OUR TEAM

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

DSTA



We give a heartfelt congratulations to Palo Verde Unified: 15% salary increase retro and approx. 1% additional for benefits.

@DSTAUnion



Pre-Board Meeting
Rally at the flagpole:
District Office - February 3rd
5:15-5:45 #TeamDSTA

"7% salary increase in 2014-15 and same cap that administration and classified have..."