



Your Voice, Our Union, Our Future

DSTEACHERS.COM | EMAIL: DSTACOMMUNICATIONS@GMAIL.COM | JUNE 01, 2015

DSUSD: Proud to be #31 of 33?

In January, the Desert Sands Unified Board of Education and District walked away from the bargaining table after refusing to move from their offensive 2% salary offer, proposal to increase class size, addition of 30 minutes to the workday (in exchange for an insulting ½ of our per diem pay), and no relief to our extreme health insurance costs. Four months and two mediation sessions later, DSUSD has still not offered a reasonable settlement. Meanwhile, all surrounding districts have worked amicably with their teachers to reach settlements of at least 5% in salary and multiple other benefits such as increased planning time (150 minutes/week for elementary teachers in Palm Springs and Coachella!), more money to offset health insurance increases, and lower class size. All the while, Desert Sands teacher's salary ranks #31 out of 33, while Palm Springs is now #5 out of 33, and Coachella is #16.

With DSUSD receiving \$25 million in new revenue this year and the May revision dedicating substantial new money (AT LEAST EQUAL TO WHAT WE RECEIVED THIS YEAR AGAIN IN NEW REVENUE FOR 2015-16), DSUSD is making the puzzling decision to single-handedly create chaos for teachers and students.

As members, it is reasonable that you would have many questions related to a potential strike; we've heard the call. IF we have to consider it, AND should a majority of unit members vote to authorize it, the following questions and answers will provide some of the details. This is not intended to answer every question or describe all specifics. Rather, it is intended to offer a start of what DSTA members will have to consider.

WHERE ARE WE NOW?

There will be a critical mediation session on June 15th. The state mediator has the authority to determine whether to schedule another mediation session or forward the contract dispute to fact-finding.

Fact-finding is a process where the District and DSTA each have an advocate to present information to support their bargaining positions. An impartial fact finder makes a non-binding (either party can reject it) determination based on information such as comparable data and district finances. IF the parties don't mutually agree to the fact finder's report or satisfactorily bargain an alternative (and the DSTA membership ratifies the settlement), a strike is allowable by law. We are uncertain if and when fact finding will occur as we are still working aggressively to get a settlement through the mediation process. If fact-finding occurs, it would likely be this fall.

OUR TEAM



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

DSTA



[Community Supporting Desert Sands Teachers Facebook Page:](#)

"Is this really what DSUSD wants? We sure hope Superintendent Rutherford and the School Board are taking this seriously. Our kids and teachers shouldn't be faced with this situation...best funding for public schools in 20 years."



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DSUSD: Proud to be #31 of 33? (continued)

WHEN IS A STRIKE LEGAL?

In a recent decision, the Public Employment Relations Board (PERB) repeated its well-established law:

"Once the parties have exhausted the statutory impasse procedures, a union may lawfully engage in an economic strike..."

California Nurses Association v. Regents of the University of California (February 2, 2010) PERB Decision No. 2094-H, p.45. In addition, once the parties have exhausted the statutory impasse procedures (mediation and fact finding), a union may lawfully engage in a strike provoked by the employers' unfair practices. With the delivery of the fact finding report the right of DSTA members to engage in a strike is legal.

Members can't be fired for engaging in legal strike activities. The same goes for probationary teachers. Hundreds of probationary teachers struck in Hayward and Vallejo in 1995 and in San Diego, Compton, and Oakland in 1996 and in Needles in 2000. None were punished or fired for their participation in those strikes. More recently, probationary employees in Alpine, Capistrano, La Habra and San Ysidro went on strike and did not suffer any repercussions.

NEXT WEEK, WE WILL HAVE ANOTHER SPECIAL NEGOTIATIONS REPORT WITH ESSENTIAL DETAILS TO FOLLOW.

IN SOLIDARITY!

UPDATE YOUR CONTACT INFORMATION

DSTA OFFICE: (760) 564-3376

JOIN eBLAST: DSTACOMMUNICATIONS@GMAIL.COM

VISIT ONLINE: DSTEACHERS.COM

FACEBOOK: MONA DAVIDSON DSTA PRESIDENT

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FACEBOOK: DESERT SANDS TEACHERS' ASSOCIATION

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