



# Your Voice, Our Union, Our Future

DSTEACHERS.ORG | EMAIL: NEGOTIATIONS@DSTEACHERS.ORG | NOVEMBER 19, 2014

## Your Negotiations Team:

### Initial Salary Increase Offer

The DSTA and DSUSD Bargaining Teams met on November 19<sup>th</sup>. Positive discussions led to two tentative agreements updating the evaluation language and expanding bereavement leave to include additional loved ones.

The crucial conversation was financial. The specifics are critical to know!

- The District has approximately **\$5.2 million dollars in reserve** (after subtracting the state mandated 3% reserve).
- The District received approximately **\$23 million MORE in LCFF (Local Control Funding Formula)** this year from the state.
- The District, as of November 19<sup>th</sup>, is offering a **2% total compensation package** (this includes salary, benefits, and other financial proposals) = **\$2 million dollars total for our entire bargaining unit.**

Key DSTA leaders will meet on Monday, December 1<sup>st</sup> to discuss next steps and necessary actions to reach a fair, reasonable settlement. DSTA will present a counter proposal at our next bargaining session on December 3<sup>rd</sup>.

WHAT NECESSARY ACTIONS ARE YOU WILLING TO TAKE TO SUPPORT YOUR BARGAINING TEAM?

## You and The Contract:

### Class Size, Article 15

According to the contract, "Within the first 15 days of each grading period, the District will make reasonable efforts to adjust class sizes and caseloads in an equitable manner with a goal to maintain a range of five (5) students per grade level and/or course title." What do "reasonable efforts" look like in your classroom? In order to meet the needs of students, especially the inimitable requirements of Special Education, how do "reasonable efforts" facilitate quality education?

## OUR TEAM



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

## DSTA



Our best wishes to you! We hope that you enjoy continued health and success!

*Happy Thanksgiving!*

## @DSTAUnion



DSTA's NEXT Meet & Greet 3:30-5 p.m., 12/03/14. Las Casuelas, La Quinta - #TeamDSTA