



Your Voice, Our Union, Our Future

DSTEACHERS.ORG | EMAIL: NEGOTIATIONS@DSTEACHERS.ORG | FEBRUARY 20, 2015

A FAIR SETTLEMENT NOW!

DSUSD has yet to respond to DSTA's last proposal from January 28th. Instead, DSUSD is choosing to cause confusion, disruption, and unnecessary conflict by declaring impasse. Regardless, our voice and the values we represent will be heard district wide.

WHAT'S NEXT? PARTIES CAN SETTLE AT ANY POINT DURING THE IMPASSE PROCESS. DSTA WANTS TO REACH A FAIR SETTLEMENT THAT ACKNOWLEDGES OUR DEDICATION TO THE CLASSROOM.

➤ **Continued Action:** The DSTA Organizing Committee and Executive Board, with your input, have developed a short and long term plan of action. We see your involvement and the CLEAR message you are sending to DSUSD's School Board and District. You demonstrated a sharp response on February 3rd in front of the district office: "Teaching is the Priority."

Your home email, text messages, and your DSTA Site Representative are the best way to get the latest information. Stay involved in the decisions that impact you and your students, such as general and special education class size and working conditions. If you aren't getting emails at your home address or the text messages, contact Trina Alesi, Communications Chair:

trina.alesi@dsteachers.org

➤ **Mediation:** Scheduled for March 9th. The District requested help from the state. The Public Employment Relations Board (PERB) selected a mediator. Mediation is non-binding and the mediator's job is to help the parties reach a settlement. There could be multiple sessions.

➤ **Fact Finding:** This process includes a panel with a neutral decision maker who reviews all of the issues at the bargaining table, finances and comparability. A non-binding decision is issued which the parties can accept or decline.

OUR TEAM

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



Join the rolling pickets across this district.

- Indio High School
- Summit High
- Shadow Hills
- John Glenn



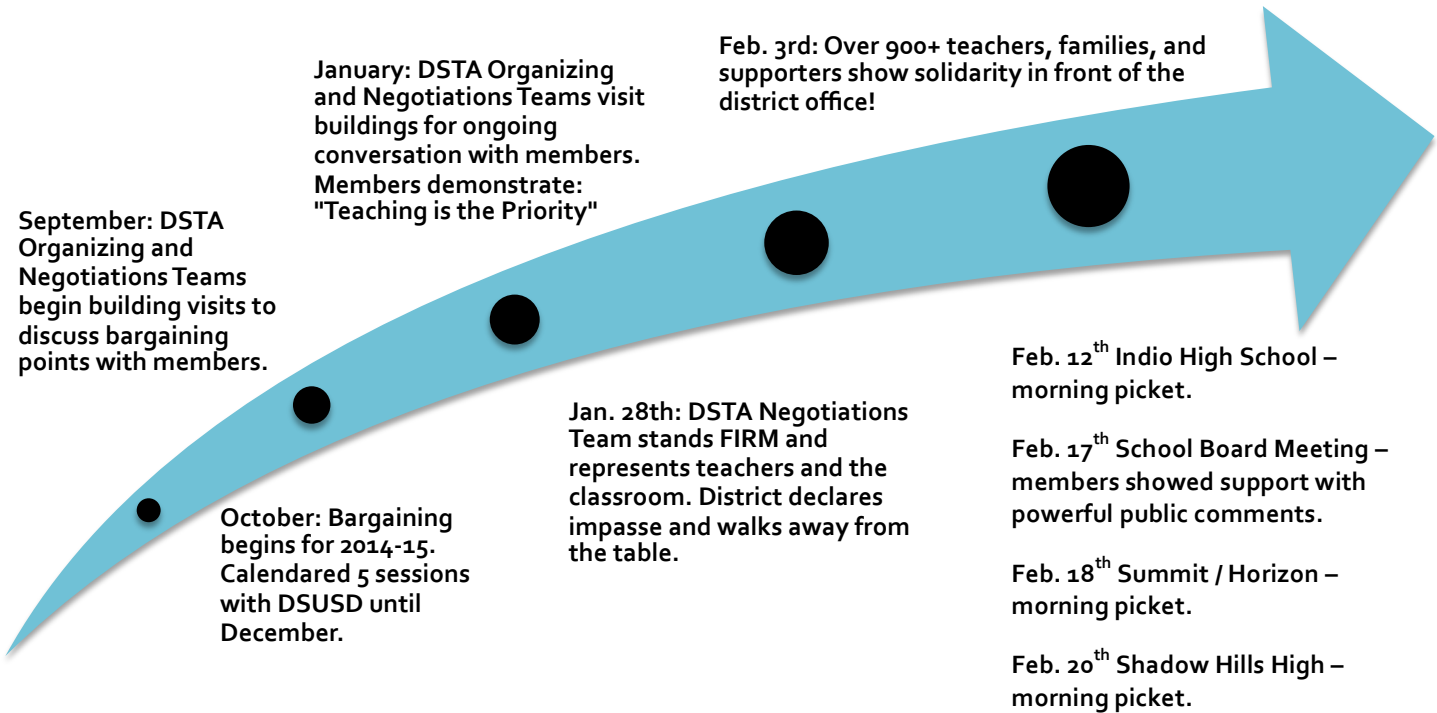
Rally at John Glenn Middle School - February 25th 6:45 - 7:30 a.m.
#TeamDSTA #solidarity

"DSTA offered a fair counterproposal regarding salary and benefits (6% salary increase, \$2 million added to the District's contribution for health benefits, and no increase in the workday)."



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➤ **What about a strike?** Strikes are legal in California, but they can only occur once ALL steps in the impasse process have been exhausted (mediation and fact finding). Further, DSTA members would need to vote to authorize this action.

CURRENT TENTATIVE AGREEMENTS

<ul style="list-style-type: none"> ❖ Article 12 – Evaluation Procedures ❖ Article 9 – Grievance / Arbitration ❖ Article 11 – Leaves of Absence ❖ Article 11 – Bereavement Leave 	<ul style="list-style-type: none"> ❖ Article 11 – Sick Leave Records ❖ Article 8 – Transfers ❖ Appendix D – Peer Assistance and Review (PAR)
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WEBSITE: DSTEACHERS.ORG
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JOIN THE RALLY: JOHN GLENN MIDDLE SCHOOL
February 25th 6:45 - 7:30 a.m. Only have 10 minutes to share? It will be exciting to see you there!