

# **NEWS MESSENGER #20**

## **March 17, 2010**

### **Lay Off Meeting with Noticed Teachers**

SCTA and its attorneys met with a few hundred teachers on March 16 and met with more on March 17. Teachers with the Preliminary Lay off notices filled out forms for representation by SCTA's attorneys and were advised of the following:

- Request for Hearing Form: Complete and submit to the Personnel Office. Get a stamped copy and get copy to the attorney or SCTA by Monday, March 22.
- General Information Sheets. If not already submitted, complete and deliver to SCTA as soon as possible.
- Be prepared to respond to a Notice of Accusation from the District Lawyers
- Be ready to attend the hearings on April 26, 27, and 28. Sub info to follow.

### **Reasons for Excess Noticing and Likely Rescissions**

SCTA believes the District has over noticed for a variety of reasons and is urging the District to reduce the number asap. Originally the District reported numbers between 200 and 300 but sent out over 700 notices for the following:

- The new District attorneys are using a different approach than past attorneys. This year the District is doing the tie breakers after the noticing rather than before. This new process increases the number. (The same thing is going on in Elk Grove)
- The District is including a high number of positions related to Categorical funding such a Title 1 because funding will not be known until August.
- About 40 administrators are bumping into SCTA and this action causes teacher notices. The District has not issued any actual reductions in site admin positions.
- The District is skipping a number of low seniority teachers because of claims that special training and the District may be trying to create additional openings.
- The District may be using a psychological pressure by creating more notices.

### **SCTA Plan for Saving Funds and Jobs**

- Honor signed District/SCTA agreements that maintain Counselor positions
- Honor recently signed District/SCTA agreements that maintain CSR (Class Size Reduction) at one grade level of K3.
- Use local site categorical funds to maintain K3 CSR or site teaching positions. Decision to use funds made by site.
- Transfer funds from identified voluntary programs such as CPT (Common Planning Time) and extra duty stipends to support mutually desired programs. Support CPT and extra duty with a different form of payment.
- Rather than backfill all the Administrators bumping into the SCTA unit, use those funds to fill teacher positions to support small class sizes and, or CSR or PPS (Pupil Personnel Services) positions

- Work with District/SCTA consultants to save funds from reducing costs in the more expensive out of area health plans
- Survey members by segment and classifications to learn which jobs or programs are their priority to keep and fund.

### **Key Dates for Budget Decisions So Far as We Know**

- May 7: Law judge findings and rulings for the lay off hearings
- May 14/17: The state May Budget Revise
- May 20: District current Final lay off order with rescissions of some lay offs
- May 27: District 2009-10 Third Interim Budget report presented for approval
- June 10,17: Public Hearings for Adoption of 2010-11 Final Budget
- June 30: District 2010-11 Budget due to Sac County Office of Ed
- July or August: Possible final state budget with increases or decreases
- August: Federal categorical and other funds finally known
- September: District adoption of 2010 final budget after all funds are known

### **Teachers for America vs. Local Student Teachers**

The matter of Teachers for America vs. local student teachers is a serious issue. SCTA met with High Schools site reps to discuss policy concerns and appropriate action. **High school reps said they were completely opposed to the use of TFA interns.** The SCTA leadership has expressed serious reservations over TFA interns and is continuing to support the hiring of local student teachers. In the past, SCTA and the District have joined in collaboration to hire teachers from Sacramento State University and UC Davis. The contract and past District policies encourage and support the hiring of fully credentialed and trained teachers as soon as the need is known. The District has a right and responsibility to post and hire throughout the school year, especially for hard to fill positions.

### **Improving Our Low Performing Schools**

SCTA has been in discussions with District leaders over the best action to take for schools in need of stable staff. It is possible that the District may have different ideas as to who should be teaching at the schools. But SCTA believes that we should take an affirmative action to help our site staffs remain as stable as possible, especially at the lowest performing schools. SCTA will be discussing this matter with members to determine the best course of effort.

