

NEWS MESSENGER #26
APRIL 29, 2010

Lay Off Hearings Completed

The hearings were completed this week. At this point we do not have any clarity as to the final lay off orders from the Law Judge or District. During the hearings, a number of teachers had their lay offs rescinded. The hearings did reveal more clearly that the District issued lay offs to SCTA classroom teachers in order to accommodate about 55 administrators and another 45 Resource teachers who are paid by categorical funds. The District developed a bump list that assigned a number of administrators into classrooms. In addition, the hearings revealed that the District deliberately over noticed teachers in a number of areas to make room for administrators or simply because the District was not sure of its final actions. For example, the District noticed 10 ROTC teachers when the District witness testified that the District intended to lay off only one ROTC teacher per the March 4 School Board actions.

The law judge will issue his orders in early May and the District will make final determination in late May excepting for any changes related to the new state budget developments that will take place in June or later.

Phone Banking for Endorsed Candidates and Your Future

The Rep Council meeting on April 29 dealt with issues over the upcoming elections, and the Huff senate bill that proposes to change seniority rules. SCTA will be communicating with members about the race for California State Superintendent of Public Education. Phone banking will be activated in the next couple of weeks. Your site rep will be helping organize your school's night for calling, emailing, and contacting members one on one. This process is a precursor to SCTA's efforts next fall to help elect a friendly Governor and friendlier school board members.

Members are also asked to call and or email their state senator to urge him or her to vote no on the Huff bill. See your rep for information.

Grievance Filed on Behalf of Counselors

Last week, the SCTA filed a grievance on behalf of counselors and a Level 1 hearing was held with the Personnel office. The grievance alleges that the District is violating or will be violating the contract and side agreements that stipulate a required number of counseling positions paid by specified funds. A decision by the District is expected next week. SCTA plans to move the grievance to Level 2 if the District denies the grievance. SCTA has not filed grievances regarding other district initiated reductions because those areas or services are not required by the contract.

SCTA Salary, Pension and Health Benefit Comparisons

According to the information provided SCTA by the District, SCTA teacher benefit costs are less than other employees in the District and above the statewide average for like Districts. The table on the back shows the District information for what a teacher working for 25 years as teacher can expect to earn in comparative districts. The information shows that Sacramento City teachers may earn far less than can be earned in comparable districts. The amounts do not show contributions for STRS or health benefits or to other kinds of benefits. Similar type tables for 10 year and 20 year earnings also show that Sacramento pays near the bottom in those comparatives.

Upcoming News Messengers will display District provided information showing comparisons regarding number of teachers per students, the number of new and veteran teachers, and more salary and health benefits items.

COMPARATIVE ANALYSIS OF CAREER COMPENSATION

25-YEAR CAREER EARNINGS RANKED BY 25 YEAR CAREER TOTAL

<u>DISTRICT NAME</u>	<u>RANK</u>	<u>25-YEAR TOTAL EARNINGS</u>
FREMONT UNIFIED	1	2,014,987
GARDEN GROVE UNIFIED	2	1,994,006
CAPISTRANO UNIFIED	3	1,958,081
CORONA-NORCO UNIFIED	4	1,937,329
SANTA ANA UNIFIED	5	1,885,979
MONTEBELLO UNIFIED	6	1,830,180
SAN BERNARDINO CITY UN.	7	1,826,829
LONG BEACH UNIFIED	8	1,814,453
RIVERSIDE UNIFIED	9	1,814,015
SAN JOSE UNIFIED	10	1,744,993
SAN JUAN UNIFIED	11	1,665,218
MT. DIABLO UNIFIED	12	1,635,911
SAN DIEGO CITY UNIFIED	13	1,635,776
ELK GROVE UNIFIED	14	1,611,810
STOCKTON CITY UNIFIED	15	1,590,851
SAN FRANCISCO UNIFIED	16	1,569,574
LOS ANGELES UNIFIED	17	1,567,787
FRESNO UNIFIED	18	1,522,164
SACRAMENTO CITY UNIFIED	19	1,507,730
OAKLAND UNIFIED	20	1,471,136
WEST CONTRA COSTA UN.	21	1,458,659

There are a number of variables associated with the calculations.