

**Efforts to Work Together with the District Not Going Well
Misinformation by Media and Use of Bee Creating Division
SCTA to Continue Communicating with Members First**

Unfortunately, the Bee, either with or without the cooperation of District spokespersons, is continuing to fan fires based on partial or misleading information. The budgetary situation is serious across the entire state for school districts and other public agencies. Over the prior 5 years, SCTA and the District made a mutual decision to work together and to avoid using the media as a point of pressure. Even under very difficult situations, we were able to come together to improve relations, improve our mutual standing in the public eye, and find ways to help balance the budgets and still improve working conditions as best possible. Over the last few weeks, nearly all the good efforts of past 5 years have been ripped asunder. Just like that.

Using the media to score points, make coo, and leverage does not work. It never has. The Bee articles based on whatever or whomever are nearly identical to the articles the Bee ran in past years including the strike years of 1987, 1989 and the near strike of 2003. They are also similar to the Bee articles from the lay off years of 1979, 1986, 1992, 1994, 2004, 2007, and 2009 The Bee's calls for benefit changes and salary reductions and step and column freezes are the same wrong and temporary answers for complicated budgetary deficits.

SCTA Continues to Support Sound Budgetary Action

- Attention to consultant's advice over the consolidation of school programs
- Adherence to the Governors proposal to reduce administrative costs
- A review of priorities for staffing desired programs such as CSR with on going support that considers staff shifting from other programs based on school choice
- A use of on going funds, not temporary one time funds, to maintain and support programs such as lower class size at all levels plus a Parcel Tax
- A shift of overtime pay earned by SCTA members to maintain desired programs
- A new review of recent agreements by SCTA and the District to ensure that identified savings are being used properly to meet the desired intent.

Lay Off Meetings with Noticed Teachers and Hearing Preparation

The SCTA has the responsibility of representing the teachers from the different segments that it represents. These efforts will be taking a considerable amount of time over the next number of months. Also, after the hearings we will be dealing with extensive surplus placement due to the impact of the lay offs and the site reconstitutions that the District may implement.

- March 16, Tuesday at the Hiram Johnson Cafeteria at 4:15pm. A meeting for teachers who receive lay off notices. About 280 teachers.

- March 17, Wednesday at SCTA at 4pm. A meeting for temporary teachers who receive a notice of termination or release. About 100 temporary teachers.
- April 26, 27, and 28. Hearing dates for the lay off process.
- June 7 to 12. Tentative dates for surplus placement

Superintendent Meeting on Thursday, March 4, 2010 District Ideas for Changing Schools and Staffs

SCTA met with the Superintendent last week along with Mary Shelton. SCTA was presented with a series of ideas for changing schools that have been identified as under performing. While not specific, the schools and ideas included the following:

- Oakridge: A creation of a “turn around zone”
- Keith B Kenny: The creation of a Leonardo Da Vinci model
- Jed Smith: A possible Montessori or Waldorf model
- Fern Bacon: A possible on site 9th grade academy (Students not ready for HS)
- W.C. Wood: A possible on site 9th grade academy (Students not ready for HS)
- Johnson High: A replacement of part of the staff by 30 or so Teach for America Interns
- American Legion: Nothing clear

SCTA said that we need to talk to the teachers at the impacted sites, including those listed and other schools that may be impacted to learn their interests. We also said we would review our policies once there was more clarity. This process will take some of our attention from other matters.

What is a turn around zone or school? This is a school that is low performing and qualifies and wants to apply for a School Improvement Grant (SIG). The application is due June 1. The application requires District to determine very serious sanctions and possible staff and school site budget changes prior to the beginning of the fiscal year. In order to receive the funding the District must agree to implement one of four mandated intervention by the beginning of the 2010-2011 school year:

- Turnaround: Replace Principal + 50% of Staff
- Restart/Conversion: Turn Charter (Dependent or Independent)
- Closure: Move students
- Transform: Replace Principal

The application is voluntary. Certain legal requirements guide the process. SCTA will report the items.

SCTA Visiting Schools

Over the last number of weeks SCTA has been visiting a number of sites to answer questions. We have visited Johnson, Rosemont, Oakridge, McClatchy, Burbank,

WC Wood, Fern Bacon, Kit Carson and many others. If you want a visit from SCTA, please let your site rep know and we schedule a visit.