

SCTA News Messenger

VOLUME 17, NUMBER 8

November 15, 2010

Tentative Agreement Regarding Salary Increase

SCTA Board and Rep Council Approve Agreement

The SCTA Board recommended a tentative agreement to Rep Council which approved a general agreement with the District. The increase is based on the use of Federal Ed Job Funds which are providing approximately \$9 million in temporary funds to the District. The federal funds can be used for the following reasons: 1) to pay for furlough days and other contributions, 2) to help reduce job losses, 3) to pay for salary increase incentives and benefits, 4) and pay for possible retirement incentives. The funds must be spent by September, 2012 and cannot be used to create an ongoing reserve or pay for the furlough days for central District employees or certain employees groups within a school district.

The general agreement between the District and SCTA provides for the following:

- 1) An across the board dollar amount per teacher qualifying to receive Ed Job Funds. The expected amount is approximately \$600 per teacher. (The District had offered 1% for each teacher, but the group preferred an equal amount per person.) Also the amount is contingent on the District's income for this year remaining consistent and then the amount will be distributed to qualifying teachers by June, 2011.
- 2) An additional salary schedule increase of .75% for the school year based on teachers providing an additional nine (9) hours of CPT at their sites this year. The amount would be one time only. The average teacher would receive about \$50 a month or \$500 for the year. The amount will count for retirement. (Teachers will receive more or less depending on their salary schedule placement)
- 3) An exploration of a retirement incentive for this year if cost effective.
- 4) A review over the remaining funds (\$5 million) for possible use for next year, 2011-12.
- 5) Clarity that the \$95 contribution deduction is from employees who are at least half time or more.
- 6) A committee to work with the District to work on CPT issues
- 7) A continued effort to deal with fairness issues regarding lower paid employees who are paying the \$95 contribution and who do not qualify for the Ed Job funds.

Follow Up on the Agreement

The final completion of the exact wording of the agreement will take a week or so. The overall agreement will help offset the contributions of most teachers in the SCTA unit for this school year. Also, there will be a concerted committee effort to try to deal with the concerns over the application of CPT/PD in the District. Some schools are very happy with the program and some are miserable. The contract provides guidance for professional development in Article 12.15 and Appendix K.

Reminders:

- 1) Schools are closed during Thanksgiving week.
- 2) The annual Scholarship Crab Dinner will be Saturday, March 5 at the Dante Club
- 3) SCTA and the District extended the parent conference period to go beyond the trimester.

To: 120110 Members
From: SCTA (scta@calweb.com / Standard)
Subject: SCTA Email Messenger: December 1, 2010

Agreement With District Regarding Salary Increases

Yesterday, the SCTA and District finalized the language of the agreement that was approved by the SCTA Board and Rep Council. The agreement provides for an overall average salary increase of 1.75% per qualifying unit member or an average about \$1100 dollars for this school year. Part of the amount is still contingent on the continuation of expected district funds.

With this agreement, most teachers will see their contributions covered by the increase. The contributions made by teachers also eliminated nearly all the layoffs for the last two years. The increase in CPT hours from 18 to 27 hours at the hourly/daily rate will provide part of the increase. CPT is a recognized educational intervention that can help improve student achievement and teacher collaboration. SCTA and the District plan to deal with the issues that still remain with CPT.

Also with this agreement, SCTA salary and benefits will continue to exceed most districts in the area and the state. Additionally, the District and SCTA have agreed to review the use of remaining funds for next year and agreed to review a possible retirement incentive for this year.

The agreement is attached to the messenger. More information will follow.

MEMORANDUM OF UNDERSTANDING

Between

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

And

SACRAMENTO CITY TEACHERS ASSOCIATION

Concerning EdJobs Funds

The Sacramento City Unified School District (District) and the Sacramento City Teachers Association (SCTA) agree to the following:

1. The District will pay each unit member who is serving a school site(s) shall be paid a one-time bonus of six hundred dollars (\$600) provided that the employee is one to whom funds under the EdJobs program may be distributed. This payment shall be made no later than June 30, 2011. Furthermore, this bonus shall be contingent upon the District not being forced to make further reductions in its expenditures in the course of the 2010-11 school year due to the modifications of the State's funding of public education and no significant projected reductions in the District's State revenues for the 2011-12 school year.

2. For the 2010-11 school year only, the SCTA base K-12 salary schedule and other related schedules (psychologists, social workers, and program specialists) shall be increased by three-quarters of one percent (.75%). Other salaries and stipends that are based upon a factor of the base salary schedule shall not be increased. In exchange, unit members shall be required to participate in nine (9) hours of common planning time beyond the regular work day in the course of the 2010-11 school year. This additional time shall be planned by the site. The hours will be prorated for unit members who are less than one FTE but at least .5 FTE. Elementary school sites may elect to use three (3) of the nine (9) hours for Zangle training. Effective July 1, 2011, the base K-12 salary schedule shall revert to the schedule existing prior to the increase referred to herein. The parties acknowledge that the three-quarters of one percent (.75%) is intended for this Agreement only in as much as the nine (9) hours may actually equal a higher or lower percentage amount for each step on the salary schedule.

3. The Parties shall discuss remaining funds from the Federal EdJobs program for possible use in the 2011-12 school year.

4. The Parties shall explore the feasibility of offering an early retirement incentive to persons retiring at the end of the 2010-11 school year.

5. The Parties hereby clarify that the intent of the Tentative Agreement dated June 14, 2010, to indicate that the \$95 month deduction is applicable to employees working .5 FTE or more.

Dated:

SCTA

DISTRICT

SCTA News Messenger

VOLUME 17, NUMBER 10

December 9, 2010

Salary Increase Signed Off

The District and SCTA signed off the salary increase agreement. New temporary salary schedules for this year will be developed to show the .75% increase for all salary schedules, excepting Adult ed at this point. The additional \$600 dollar amount will be distributed in June based on the agreement. Also, this week the District and SCTA leadership agreed to form a committee to deal with CPT issues. We do not have current information as to the start date for the .75%.

Crab Dinner for Scholarships: Saturday, March 5 at the Dante Club

Hold the date and start ordering tickets. Tickets will be \$40 dollars each or \$400 for a table for 10. This is the first increase since we started the event. The \$40 is the actual cost with no mark up for scholarships. We are keeping it at cost this year due to the economy. We hope to make money on the raffles.

The event will start at approximately 5:00 pm. The exact time will be reported later. The tickets will include a full dinner with crab, salad, pasta, bread, sauces, coffee, wine, desert, and includes tips. Call SCTA to buy your tickets.

Teachers on Strike in La Habra and Natomas Teachers in Crises

In La Habra Unified School District, 93% of the teachers are on strike over district imposed salary and benefit reductions. The Natomas Teachers Association is dealing with major salary reductions and the threat of state take over the district. See your site reps for information.

Dues Deductions for Category 3 Members

The District computer system is finally able to deal with the changes for dues for part time adult and substitutes. Dues were not taken out for three months and will be deducted in the December checks. The funds are due CTA, NEA and SCTA. As a reminder, no dues were taken out for this group of non members who are or were agency fee payer for most of last year due to logistical issues with the process.

Facebook and other Social Sites

SCTA is warning our unit members to be careful about using facebook and other programs in any way that involves your work, directly or indirectly. SCTA plans to provide a follow up inservice for site reps.

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January 13, 2011

New State Education Budget Up in the Air

At this point, we do not know what the final education budget will be. There are no current reductions of income for next year so long as a proposition that extends certain tax items is placed on the ballot and passes in June. There are no mid year cuts for this year but the door is open for next year. We have no clarity over any lay offs except that we expect that primary CSR at 25 to one will continue through next year based on our agreement with the District. As soon as there is information, we will share it.

Salary Increase Related to More CPT/PD Hours

The recent agreement calls for more hours and a .75% salary increase. The district is following a process of presenting the item to the County Board of Education and that is expected possibly by February 3. The delay means any retroactive payments will need to take place sometime after the date.

Big Crab Dinner at the Dante Club for Scholarships: Saturday, March 5

Tickets are starting to move fast. Even though the price is up to \$40, diners will get more for the money than before. So call SCTA at 452-4591 to buy your ticket or table. Checks will be deposited as they are received. Tickets will not be sold at the door.

Grievance Issues over Teaching Periods, Kinder Day, Special Ed Numbers

The SCTA Board directed the filing of a grievance over the unilateral changes at some of our schools regarding teaching periods, the extension of the Kinder teaching time, increased loads for special ed teachers, as well as Elementary specialist changes. SCTA has had some preliminary discussions and is hopeful that the matters can be resolved short of ongoing expensive legal action. All of the issues have been adjudicated in the past.

Dues Issues Still Continue

SCTA has been working to try to fix the problem for non-dues deductions from a number of substitutes, part timers, and retired teachers who return to work. Part of the problem is that the District's new computer system blocked dues from 150 substitutes and did not recognize the new salary for retired teachers who are subbing or in some cases working full time. The District hopes to fix this soon and the result will be that up to 250 SCTA Bargaining Unit Members will be deducted back dues for up to 5 months.