

## **NEWS MESSENGER #13, FEBRUARY 10, 2011**

### **Economic News Will Continue to be Uncertain for Short Term**

California's economy like the rest of the country's is not in great condition, though the economic signs are showing slow growth. But in the short term, the state budget will depend on a June ballot measure to get through next year. Sac City's budget is tied to that ballot measure. Districts are required to build budgets on what they know and not on what might happen. Sac City is in a more serious situation primarily due to the major expansion of sites and extra site administrative and classified positions over the last 10 years while losing over 10% of our student population.

The District has added new high schools and elementary schools and K-8's. According to District consultant findings, the district has 25 extra schools. That means that there are 25 extra principals, 25 extra secretaries, 25 plus extra plant managers, 25 extra sets of costs for infrastructure and so on. Over the same time, the number of teachers has dropped from about 2900 to 2300 (a 20% reduction) according to District documents. The 600 fewer teacher positions represent a huge cost savings to the District. The decline of teachers is due mostly to the decline of students and the tightening of staffing rules. Over the same time period, district site administrative and classified positions have increased from 10 to 15%. The current school board and administrative leadership did not cause this problem, but they are stuck with dealing with it.

There will be many issues and much consternation expressed over the coming months. One thing for certain, teachers are the core of the program for student learning.

### **SCTA/Teachers Helped Provide Support for Two Years**

Last June, SCTA decided to work with the District after it was clear that the District needed help with its budget in order to help maintain K-3 CSR and counseling positions. Our agreement called for teacher contributions for two years, maintenance of all teaching time for students, benefit changes to support a health trusts, vesting changes, trust contributions, salary improvement based on health savings, and possible pay back of contributions based on new funds. SCTA and the District actions helped maintain jobs and eliminate nearly all of our lay offs.

At this point, the other groups in the District have not made any agreements for next school year. The other groups did agree to 3 furlough days without pay for this year but did not agree to move their holidays to allow for student learning on Monday, February 14. Students will lose over 300 minutes of learning time this year.

SCTA will be monitoring the budget issues over the next few months to determine what actions it should take after it reviews the budget, receives input from teachers and has more clarity over the final district and state budgets.

### **Retro Raise for Extra 9 Hours in Process**

Part of the agreement with the District for this year included teachers providing an additional 9 hours of CPT/PD in order to improve student learning. The District is in the process of figuring out the timing for the retro payments and has developed a new salary schedule to show the .75% increase. The average increase will be about \$500 per teacher

depending on their placement on the K-12 and related salary schedules. The increase will be applicable to the daily rates only and not to per session work or substitute work.

The separate and extra \$600 bonus per qualifying teacher in June will be paid only if the district does not lose significant funds for next year. The June vote will determine what may happen or not.

### **Retiree Trust in Process**

The interim committee has met with the District. There is a review for a possible consultant per the Agreement to help provide guidance. The current funds that have been collected is estimated to about 1.5 million this year and an additional 2.3 million next year.

### **District Current Budget Plans include Reduction of Teacher Positions**

The current district budget plans show that the district is considering changes to staffing by increasing class sizes and reducing the Adult Ed program even more. This would mean the need for fewer teachers. Changing class sizes requires negotiations. Increasing class sizes hurts student learning. Some district ideas do not require negotiations, such as eliminating the extra duty program and eliminating programs or positions that are not covered by contract.

Lay off letters are expected for teachers. The expected number is 200 but we do not know for sure at this time. We do not expect that it will include CSR. Lay off hearings are already set for the last week of April. SCTA does not know if the District will attempt to violate the contract or not. Hopefully not, but SCTA will take appropriate action to defend teacher and student rights.

The district budget does not include any information regarding the reduction of other district positions except for transportation which may or may not be reduced.

### **STRS Workshop and Possible PARs**

SCTA will be providing a STRS workshop on Wednesday, March 16 at SCTA starting at 4pm. Please call SCTA to hold your place. Per our agreement, the District is contracting with PARs to review the numbers needed for a possible offering.

### **SCTA and District Settle Major Grievances**

A settlement was reached last week that will pay teachers at Kemble the correct pay for extra hours worked based on our QEIA agreement and contract. The teachers were not paid the right per session amount and were paid far less.

Also a settlement was reached to pay Success Academy teachers from last year over time pay of 10% for extra work. They will be paid on the extended day schedule and the teachers will be working the correct number of minutes and teaching 5 periods.

### **Mayor's City Ranked as One of the Most Miserable**

According to Forbes Magazine, Sacramento has become one of the most miserable cities to live in due to many factors. Even Bakersfield is ranked higher.

### **School Board to Allow Sac Charter to Recruit from Middle Schools**

The media has reported that the District has authorized our Middle schools to allow Sac Charter High to recruit from our schools. Over the recent years, the charter has proved to be a disaster for the district and the school is considered to be low achieving and unsafe.

Parents and students should be advised against attending.

**Michelle Rhee Firing of 75 Teachers Overturned**

Washington DC courts have ruled that Rhee's actions were illegal and did not provide for due process. The courts have ordered the teachers re hired with back pay costing the strapped budget some \$7,500,000.