



Frequently Asked Questions About a Strike

A strike has never been the goal of our Association. It is the School Board's refusal to direct the District's bargaining team to make quality teachers and student learning a priority that is creating chaos for education in Evergreen.

The District team, under the direction of the school board, continues to propose **raising** primary **class size** to 27 and **cutting** the **Art** Program in half. Additionally, **no salary** increase AND **ceasing contributions** to our **Trust** are being proposed. As we know, we are in a teacher shortage era. These draconian proposals are in direct conflict with attracting and retaining highly qualified teachers, one of the goals of the District LCAP. To further illustrate the District's continued refusal to make highly qualified teachers a priority, according to their own documents (J90s), career earnings at year 10 place our teachers 17th compared to other districts in our county including Franklin-McKinley, Alum Rock, and Mt. Pleasant.

We are also well aware that the District insists on bargaining off **third year projections**, despite the fact they always prove to be **off by millions**. According to their own 2018-2019 budget presented to the board in June, the District will be **positively certified** and meet the legal requirements of AB 1200 without **ANY** of their proposed cuts that harm teachers and students.

But perhaps most egregious, is the 3-board majority's **refusal to consolidate** at least two schools that stand half empty due to years of declining enrollment (and even with projections of continued declining enrollment). So, while the District refuses to listen to the recommendations of the FAC, BAC, and their own District Cabinet, they are squandering taxpayer money (to the estimated tune of \$800,000 for operating costs of 2 unneeded schools) and instead are passing the pain on to students who will suffer with less one on one time and Art, and teachers who already are struggling in their ability to afford to live in the community they work.

So, while we do **NOT** want to strike, the District and the Board may leave us with no viable alternative other than rolling over, effectively giving up on the collective bargaining process in Evergreen.... unless **public pressure** can persuade them to do what's in the best interest for all and offer a fair contract.

The Strike Vote

Bargaining unit members (certificated teachers, nurses, psychologists, social workers, librarian, Instructional Coaches, SLPs, APEs, Music, Art Prep) voted in June (**96% Yes**) to allow the Executive Board the authority to authorize a strike. A strike by the association and/or an imposition by the District can happen once a report has been issued by the fact finder.