

Teachers Organizing Outside Table (Tooting your own horn matters)

Bargaining Cycle 2014-2015:

- The district's initial proposal on Oct. 7, 2014 was a per diem pay cut (work an extra day after school got out for summer for only a 0.5% increase).
- After 5 sessions, the district was still offering only 1 %.
- It wasn't until repeated actions by ETA members lead by the OC at the December and January SB meetings, along with the passing out of flyers in early February, culminating in an ETA declaration of Impasse on Feb. 4, 2015 that the DO finally moved towards a fair contract settlement.
- Teachers received a 3.25% retroactive salary increase on Feb. 11 (the day before the SB meeting) after 8 sessions.

Bargaining Cycle 2012-2014:

- District declared Impasse on Oct. 25, 2012 and unilaterally proposed to:
 - Place a hard cap on health benefits so teachers would incur all future cost increases
 - Eliminate 4th-6th prep
 - Eliminate funding the ETA Trust
 - Elongate the salary schedule
 - Add 10 furlough days (if Prop 30 didn't pass)
- Teachers picketed, e-picketed, attended board meetings, engaged community members by passing out flyers, went work to rule, and stopped doing adjunct duties*.
- In the end, ETA members settled for a 3 year contract which included:
 - A 3% increase to the salary schedule for 2013-14 with re-openers in 14-15 & 15-16**
 - Sharing the health benefit cost increases 50-50 with the district
 - No change in 4th-6th prep
 - An increase in funding for the ETA Trust
 - No elongation of the salary schedule
 - No furlough days

** A residual effect from these negotiations was the formation of the district SEAT. This committee of teachers and administration worked out an agreement that teachers would not only be equal partners in collaborating with administration about extra curricular activities, but would also be PAID overtime for their work on these activities.*

*** ETA pushed very hard to convince ESD to offer on-the-salary schedule increases for the 2nd and 3rd years thereby effectively closing the contract and establishing some degree of labor peace. The district declined and was only willing to entertain the idea of a 3-year closed agreement at 3%, 0%, and 0%.*