



UNITY

MARCH 2014

In this Issue: Union Calendar, MBPET Update, Focusing on a Federation Leader, Contract Negotiations Update, Substitutes Corner, and "Getting the Know Your Contract"

UNION CALENDAR:

- 3/11:** SUHSD Board of Trustees (7:00 PM)
- 3/17:** No School/District Holiday
- 3/19:** SVFT Executive Board Meeting (4:10 PM)
- 3/25:** SUHSD Board of Trustees (7:00 PM)
- 3/28:** General Membership Social @ Casa Sorrento (939 Salinas St., Salinas, 4:00 – 7:00 PM)
- 4/8-4/21:** Spring Break
- 5/9:** Retiree Recognition General Membership Meeting @ Spreckels Veterans Hall (90 Fifth Street, Spreckels 93962) (4:00-8:00 PM)

MBPET UPDATE:



- Open Enrollment for Health Care Benefits provided through MPBET will be ending on March 17th to take effect April 1st. There are no rate increases to the Plans. EPO will experience a \$20 per office visit copayment.

FOCUSING on a FEDERATION LEADER:



BARRY COVINGTON

Born & Raised in:
Portland, OR; Connecticut; and East Bay, CA

Colleges: CSU Humboldt (BA) and CSU Hayward (Post Graduate Work)

Worksite: SHS

Position: ELA and ELD

SVFT Member Since: 2007

Union Leadership: Site Rep. & Negotiator

NEGOTIATIONS UPDATE:

On March 5th, the Federation’s Negotiating Team sat down with the SUHSD’s Team and their attorney. From the Federation’s perspective, it became frustrating when the District appeared unprepared and attempted to cut the session short. This was NOT a productive way to commence this process. Given recently demonstrated abilities of our Membership to publicly rally around our collective efforts at the bargaining table, one would assume that the District would have been more prepared for the first day...but, alas, the District wasn’t.

The Federation proposed the following:

Article VI, Class Size (in no particular order):

- Decrease of fall overages
- Renaming Special Day Class to Special Academic Instruction (SAI) for students with disabilities
- Introduction of language for co-teaching and push in models
- Introduction of maximum ratios for mainstreamed students with disabilities
- Decrease of psychologist student ratios
- Case Load maximum for El Puente School
- Cap for Physical Education Classes

Article XVI, In Lieu (in no particular order):

- Bonus for teachers who in lieu more than 10 hours
- Unlimited carryover of in lieu hours from year to year
- Limiting the administrators’ ability in directing teachers to in lieu
- Limiting restrictions on teachers’ use of accumulated in lieu
- Increasing the compensation to equal 1/6 of each teacher’s daily per diem

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NEGOTIATIONS (CONTINUED):

Initially, the SUHSD brought forth one sentence of proposed language. The proposed solitary sentence weakly attempted to clarify appropriate duties and responsibilities during preparation periods. Additionally, the sentence may have opened the door to attending (collaboration, house meetings, parent conferences, etc.) meetings during preparation time. Clearly, it was the sense of the Federation’s Team that the District was unprepared and didn’t have a proposal regarding a new article on the use of technology ready for today’s session. SVFT questioned whether the District was going to either propose their new article or pull it from these negotiations. After an extended caucus, the District haphazardly drafted a new proposed article on the use of technology as follows:

- Use and maintenance of an electronic gradebook using the District’s student information system.
- Maintaining and posting lists of student assignments, projects, quizzes and tests on the District’s student information system.
- Reviewing of and responding to District-provided e-mail accounts.



Pictured are the Federation’s Negotiating Team Members debriefing the March 5th negotiations session.

SUBSTITUTES’ CORNER:

The Federation is currently negotiating with the Salinas City Elementary School District regarding the compensation for the substitute teachers that SVFT represents. The current offer from the SCESD is as follows: \$125/day retroactive to Jan. 13, 2014; 6th/day rate \$130; \$130/day starting July 1, 2014; and \$135/day 6th/day rate. All of this with a 3 year contract. Additionally, the Federation is working to open up substitute teacher negotiations with the Alisal Union School District.

GETTING TO KNOW YOUR CONTRACT:

- **Article XVI.D (IN LIEU)** states the following:
“In lieu substitute service shall first be solicited from amongst available instructional staff on a voluntary basis. Prior to the end of the school year, instructional staff may indicate whether they wish to be on the volunteer list for the following year. The principal or designee shall use the volunteer list first when assigning in lieu substitute service. If no volunteers are willing or available from the volunteer list, the Principal or designee shall then request volunteers from available instructional staff on a rotating basis so that no individual in the rotation is consistently called upon first. In the event that no volunteer can be obtained to substitute, any certificated employee may be assigned. Such involuntary assignments shall be on an occasional basis.”

- **Ask yourself:** Does your site use or even have an in lieu “volunteer list”? If so, is it being utilized? If there is not a “volunteer list”, why isn’t there one? Are you being directed to in lieu involuntarily on an “occasional basis” or much more frequently? Unsure? Ask one of your Federation site representatives about this.

- **For the complete negotiated language on “in lieu”, go to the following link:** <http://svft.net/wp-content/uploads/2013/09/2012-2015-SVFT-Contract-Article-XVI-In-Lieu.pdf> .

**Read it. Know it. Use it.
It’s your Contract, folks!**