

DISTRICT LEADERSHIP

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May 16, 2022

Greetings Certificated Employees,

There has been much information being shared about the progress of negotiations between the ECSTA and District negotiating teams. This letter is to provide a brief overview of the progress that has been made and where we still need to reach common ground.

ECSTA Provided their “sunshine” proposal in September, 2021 and the District provided its “sunshine” proposal in November. ECSTA passed their first proposal on December 14, 2021 via email. The District provided its first proposal on January 25, 2022 via email as well. Due to the impact of staffing and a shortage of substitute teachers during the COVID surge in the months of January in early February, we were not able to meet in person.

The ECSTA and District teams met on the following dates:

- Feb 10 from 3:30-5:30
- Feb 17 from 1-5:30, at this meeting ECSTA team requested not to meet again while one of their members was unavailable due to a family matter.
- To honor the request, no negotiating sessions were held between Feb 21 and April 1.
- April 7 in an all-day session
- May 3 in an all-day session
- May 25th is the next scheduled session

The teams have made progress in many areas such as hourly wage, health care, and class overloads and continue to work toward an agreement. However, both sides are very far apart on compensation, supplemental salary schedule, work-day expectations, longevity, class size and many other areas that impact our District’s budget.

To be clear, the Cost of Living Adjustment (COLA) is a number provided by the State of California. This year (21-22) is year two of a two-year COLA. The State provided a total of 5.07 percent COLA for the 20-21 and 21-22 school years, but it was not funded until the 21-22 school year. Last year, 20-21, ECSTA received 3% on the salary schedule and 4% off schedule increases and compensation. The last ECSTA proposal was a request for 9% on the salary schedule and 12% off schedule for the 21-22 school year.

As of today, Governor Newsom’s proposed COLA for the 22-23 year is 6.56% as stated in the “May revise”, but is not final until the State budget is signed into law in late June.

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Shortly after each session, a Fact Sheet is posted on the District Web page. There is a green button in the top right corner of the webpage labeled "Negotiations." There the public can see what has been agreed to and a brief summary of the meetings.

We will continue to work toward common ground and anticipate reaching an agreement in the future. We are focused on our students, their academic achievement and their well-being.

Sincerely,



Board President, Garcia-Ruiz



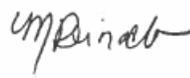
Clerk of the Board, Rodriguez



Trustee Jones



Trustee Hernandez



Trustee Peinado



Superintendent Andrus