

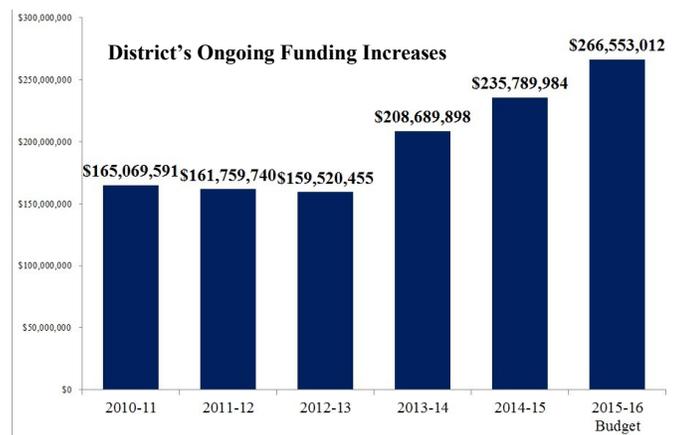
## Bargaining Team Commits to 2015-16 Raise!

Your Bargaining Team met more than 12 hours with Board of Education (BOE) representatives yesterday, Wednesday, February 4. Fortunately, progress is being made at the table. The next bargaining session is scheduled for tomorrow, Friday, February 6. The team left the MTA office exhausted and committed to bargaining a fair settlement for the 2015-2016 school year. Your voice at the table includes Chairperson David Navar (WGE), Paul Chavez (SHS), Veronica Loera (GWE), and Alma Orta (SUE). Executive Director Kathy Schlotz advises the team.

## 2016-2017 Cut in Pay Is Not Acceptable

The BOE offer is for a "one time" increase in pay. The BOE representatives have made it clear that if MTA accepts an offer, the increase would be ONLY for the 2015-2016 school year. Your pay would be cut back to 2014-2015 levels July 1, 2016. *What's wrong with that?*

- The money the district receives from the state is ongoing. The district is receiving more than \$28 million this year than it did in 2014-2015.
- The Superintendent and Chief Financial Officer's raises in June 2015 are ongoing. July 1, 2016 Susanna Contreras Smith will continue her 23.6 percent raise and Cleve Pell will continue his 18.8 percent raise.



## Teacher Shortage Looming In California

"Addressing California's Emerging Teacher Shortage" by Linda Darling-Hammond, Roberta Furger, Patrick Shields, and Leib Sutcher states:

- Demand for K-12 teachers in California comes at a time when the supply of teachers is at a 12-year low.
- Teacher turnover not only increases demand, it exacts a cost on the district and the students they serve.
- On the supply side, the overall desirability of teaching as a profession is the most important factor affecting whether young people or career switchers decide to become teachers. Other factors include ease of entry, competitiveness of salaries, and teaching conditions.

## BOE Responsibility Is to Support Our Students

- The State of California increased funding to schools and changed the funding formula for the expressed purpose to support our students.
- When Governor Brown signed the funding law in July 2013 he said: Today, I'm signing a bill that is truly revolutionary: We are bringing government closer to the people, to the classroom where real decisions are made and directing the money where the need and the challenge is greatest. This is a good day for California, it's a good day for school kids and it's a good day for our future."