

PETALUMA FEDERATION OF TEACHERS

PRESIDENT'S MESSAGE

SEPTEMBER 2019

Welcome back. I hope everyone had a wonderful summer break. My husband and I had an amazing trip to Ireland and spent time with our grandchildren. The time passed way too quickly! It is amazing how quickly we get back into school routines.

Hopefully your year is off to a great start. For those of you who are new to our district, welcome. We are honored to have you as a member of the Petaluma Federation of Teachers. This is my fourth year serving as PFT President. Again this year, I will be teaching first grade at McNear. My union days will be alternating Tuesdays, Wednesday and Thursday. You may remember that the office moved last Spring. Our new address is 1301 Redwood Way #225. We are across the street from the Kohls Shopping Center. The Federation is here to help you when you need it. You can email me at pftoffice775@gmail.com or call/ text me at 707-696-5118. Please do not hesitate to contact me if you have questions or need support.

UNDERSTAND YOUR CONTRACT

Secondary Class Size MOU

The District and the Federation agreed to a change in the class size cap for secondary teachers. You can read the MOU for yourself on the District website. You will find it under the Human resource tab. From there go to employee contacts, secondary class size mou.

The mou allows for an additional student over the previous cap in up to two classes. It did not change total student contacts, If there is an additional student, the teacher will be paid \$5 as long as the class is one over the previous cap. Teachers who qualify for the extra salary will be getting it in two checks, January 10 for the first semester and June 10 for the second semester. Teachers do not need to do any additional paperwork to receive their check . I do advise them to check with their administrator as it gets close to the end of the semester to make sure their name is on the list submitted to the District.

NEGOTIATIONS UPDATE

We are beginning the year without a contract. Despite much effort by our Negotiation Team (see update below) , we have not been able to reach an agreement with the District. Our existing contract will remain in effect until we are able to ratify a new one. There are two important exceptions that have an impact on our members. The first is that we are able to organize and carryout concerted activities. The second exception is one that favors the District. The District is not required to participate in binding arbitration when we do not resolve a grievance.

The Federation and District agreed to send out a joint communication after each negotiations session. That update come via your work email. Do not reply to that email as there is no way to see your response. If you have questions or concerns send them to the Federation email (pftoffice775@gmail.com) .

There were two negotiation session held in August. While there were agreements reached, we still have not reached agreement on some major issues, salary and parity.

The Board voted in June to make Gary the highest paid official in Petaluma. Below is the history of the superintendent's salary.

June 2017 - Contract is signed. The contract includes parity language **Salary \$180,000**

November 2017 - Addendum is signed giving Superintendent a 2% raise retro for 2016-17 and a 1.5% increase retro for the 17-18 school year. That is the raise PFT received for those years. **Salary \$186, 554**

June 2017 - Siting parity study Board gives Gary an additional 6% raise retro for 17-18 year. **Salary \$197,667**

June 2018 - Siting a parity study, the Board votes to give Gary a 4.4% increase in addition they give him another 3% increase. This is retro for the 2018-19 school year. **Salary 212,364**

The Board gave him a 3.5% increase for the 19-20 school year. **Salary 219,796**

In addition they gave him a 3.5 % increase for the 20-21 year and the 21-22 school year.

The superintendent's salary has risen by \$39,796 since November 2017! That is over a 22% raise.

The superintendent has other perks in his contract as well. We have requested a list of all extra perks given to District level administrators. We have not received that list as of yet.

The Federation's last salary proposal was for a 4.5% salary increase. We can not increase that amount as that would be bad faith bargaining, but in light of the huge pay increases the superintendent has been given, we are holding at out 4.5% proposal. It is also important to a nee have clear enforceable contract language regarding parity. We will keep you updated.



PETALUMA FEDERATION OF TEACHERS 1881

PFT GENERAL MEMBERSHIP MEETING

WHEN

THURSDAY, SEP. 19TH, 3:45PM

WHERE

PETALUMA HIGH SCHOOL LIBRARY

