



Unified Association of Conejo Teachers

100 E. Thousand Oaks Blvd. Ste 124
Thousand Oaks, CA

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BARGAINING UPDATE



There have been no negotiations in the last few weeks as the team felt it would be better to spend the time getting a better understanding of how the district got the numbers they are using. We are still trying to get on the same page with our understanding of the numbers. Jake Anderson, our CTA staff person, and Courtney Stockton, Bargaining Chair, spent over an hour with District number crunchers, Jon Sand, Susan Tucker and Mark McLaughlin, trying to do just that. They left the District folks with some questions that they were checking and we are still awaiting their response.

Your bargaining team is looking at multiple metrics to decide what makes a fair settlement. The three main things we look at are:

1. Other associations' negotiations results
2. How we compare to others' salary schedules
3. The funding behind the raises.

1. Other associations' negotiation results

The range of settlements that are coming in this year are between 3% and 10%, but most are in the 5%ish range. The places that have been getting the high settlements are playing catch-up because many have not had significant raises (or any) for the last few years. Also, some chapters have opted for higher salaries instead of increases of district contributions to health plans resulting in higher employee contributions for health benefits.

Continued on the next page.

NEW & AMAZING UACT WEBSITE!

WE HAVE AN APP FOR THAT! CHECK OUT OUR NEW UACT WEBSITE complete with film clips, your contract, UACT Apps, Contract App, links to discount tickets, register for click and save bargains, UACT history, FAQ, and more. Many thanks to Karla Stevenson for all of her hard work. Go to www.conejoteachers.com. We are looking for pictures of teachers doing great things in their classes to feature on the website. Send your pictures to Karla at stevenson.uact@gmail.com



For CTA scholarship information, go to cta.org/scholarships

Find scholarships for members, dependent children, and student CTA members. The deadlines are in Feb.

UACT Scholarships will be available on the UACT website Friday, December 11. Look under the membership tab.



DID YOU KNOW YOU HAVE COMPLEMENTARY LIFE INSURANCE THROUGH NEA & CTA?

Go to <http://www.neamb.com/insurance/nea-complimentary-life-insurance.htm> to register your beneficiary for NEA and for CTA go to <https://www.ctamemberbenefits.org/en/Insurance/Complimentary%20Life%20Insurance>

NCLB IS NOW PAST HISTORY

The President signed the new Every Student Succeeds Act putting an end to the punitive No Child Left Behind. Go to the UACT website or NEA.org for more information.

Thank you to all who made phone calls to our representatives in DC in support of its passage.

Negotiations Update continued from page 1

2. How we compare to others' salary schedules

This is how we match up on the salary schedule with local districts. Keep in mind this chart has many districts who have gotten raises for the 15/16 school year while we have not:

	<u>Step 1; Credential</u>	<u>Step 10; 45 Units</u>	<u>Top Salary</u>
<i>Conejo with NO RAISE</i>	<i>46,277</i>	<i>67,111</i>	<i>89,942</i>
Las Virgenes	47,411	70,953	94,207
Simi	47,199	65,662	91,010
Moorpark	46,009	64,824	89,119
Oak Park	50,793	74,268	98,716
Pleasant Valley	49,756	72,526	90,007
Oxnard HS	46,977	80,086	91,322
Oxnard Elem	46,467	73,087	96,622
Ventura	42,919	61,803	85,603
Rio	48,444	69,897	98,128
Fillmore	43,571	65,172	86,404
AVERAGE	46,893	69,581	91,916

How it we would compare with the district's last offer on-schedule.

	<u>Step 1; Credential</u>	<u>Step 10; 45 Units</u>	<u>Top Salary</u>
Conejo WITH RAISE	48,012	69,628	93,315
Las Virgenes	47,411	70,953	94,207
Simi	47,199	65,662	91,010
Moorpark	46,009	64,824	89,119
Oak Park	50,793	74,268	98,716
Pleasant Valley	49,756	72,526	90,007
Oxnard HS	46,977	80,086	91,322
Oxnard Elem	46,467	73,087	96,622
Ventura	42,919	61,803	85,603
Rio	48,444	69,897	98,128
Fillmore	43,571	65,172	86,404
AVERAGE	47,051	69,810	92,223

3. The Funding behind the raises.

Our funding is very different from our neighbors. As you recall, the Governor and legislature changed the funding model so that schools with high populations of EL students, students on free and reduced lunch, and foster children get a larger share of the education funding. We do not have large populations of these students so our funding is significantly less than our neighbors. We also do not have parcel taxes helping the funding (like Oak Park and Las Virgenes). This is a factor in how we compare currently and how we will in the future.

The next bargaining session is scheduled for 12/15. Thank you for being patience while we continue to decipher the district's finances and work to achieve a strong settlement. We are getting closer.

Other schools may qualify. Attend the event to find out for certain.