

Dear ESTA Family -

A big thank you to each of you who participated in the most recent job action. If you did, make sure you take 30 seconds to tell us by clicking [here](#).

We know members at the comp sites had a ton of questions regarding the district proposed advisory (as did ESTA leadership) and so far, the district has not given any of us adequate information. A big thank you to DLA and VHS members that participated in job action too! We know that these two sites already do a successful and sustainable advisory as part of their classes, and ESTA wants to ensure that the language that currently protects VHS and DLA advisory classes continues (the district proposal eliminates protective language) and for any new advisory at the comp sites to have the same protections.

The bargaining team meets tomorrow, Friday, February 11, 2022. After tomorrow, we will know more about progress and next steps. **Be on alert for the next job action!** Remember job actions, performed in solidarity, help all of us achieve a competitive contract for wages, benefits, and working conditions. Help yourself and your fellow teachers by participating in job actions! We are all in this together, and we are all exhausted.

After this last job action, many of you received emails back from Dr. Courtney Goode. And tbh, many of you were left with more questions than answers. Here are some FAQs for you so we all have a better understanding of what is happening. Still have more questions or concerns? Do not hesitate to reach out to Bargaining Chair and OG teacher, Joe G, josephvgelormini@gmail.com or ESTA President and EHS teacher, Anna Cady annacadyesta@gmail.com.

Did the district really offer 5.07% in salary?	Not for the 2021-22 school year, which is what we are currently bargaining over. They are saying they are offering 5.07%, but are deducting the 2.29% increase which was agreed upon by both sides for last year. Thus, the offer for the 21-22 school year is 2.78% for BOTH salary and benefits. Here is the district's exact proposed language:	DISTRICT PROPOSED LANGUAGE: In 2020-2021, the District and ESTA agreed to an on-going 2.29% salary increase used for on-going salary and/or benefits for all certificated salary schedules, cells, stipends, including Adult Ed/CTE as determined by ESTA. For the 2021-2022 school year, 2.78% may be used for on-going salary and/or benefits for all certificated salary schedules, cells, stipends, including Adult Ed/CTE as determined by ESTA. The settled and proposed salary increases for 2020-2021 and 2021-2022 total 5.07% and equal the funded "mega-COLA" of 5.07%.
What exactly is the district asking for in their proposed advisory?	Here are the basics: <ul style="list-style-type: none">- 40 minutes in length, one time a week, with a brand new roster of students (separate from the other 5 classes)	Click here to look over the district's proposed language on Advisory ESTA surveyed members on February 1st and 2nd on the district proposed advisory. We

	<ul style="list-style-type: none"> - Takes place on a non-block day - All work during this period is admin directed - All counselors and all TOSAs on site assigned to teach this class. - Reasonable effort of 20-25 new students in this class in addition to the existing cap of 175 for general ed (but there could be more since it isn't a hard cap) - Negates existing contract language that protects: 1) Teaching only 5 periods 2) The cap that protects our class sizes 3) The bell schedule. 	<p>sent a member update on Feb 2nd with the results: <i>Members at the 3 Comprehensive sites (OG, SP, EHS) completed a quick survey this week about the district's proposal on Advisory. The results are: 81% of our members said NO to advisory as proposed by the district, 8% said YES, and when we looked over all the comments, 10% of our members said YES, but not as proposed and needed more information. So, all in all, 91% of our members at the comp sites are not in favor of Advisory as the district is proposing.</i></p>
What will the bell schedule be for next year at the comp sites?	<p>We don't know. The district has refused to give the bell schedules for next year or indicate when they will be available. ESTA's Bargaining team requested this information on 1/19, immediately after seeing the district's proposal.</p>	<p>The district response from Dr. Goode is: "It is our intent to remove the bell schedule from the contract as we feel the creation of a bell schedule is a management right....there is no proposed bell schedule to accompany our language proposal"</p>
Why hasn't ESTA made a proposal on Advisory to the district?	<p>We have - on January 27th. Contrary to the response many of you received from Dr. Goode stating: "To date we have not received a proposal from your representatives regarding Advisory."</p>	<p>ESTA believes that a sustainable, well-thought out, researched Advisory has incredible potential, and we support any program that is good for students and teachers and fits within our agreed upon protections for student caps and class sections. Sites like Del Lago and Valley have amazing advisory periods and ESTA believes that these classes are important. Based on the Advisory survey from Feb 2 - this is what many of our comp sites members want too! What the district has proposed lacks details and is what Dr. Goode has stated, only a "concept". ESTA seeks a detailed, comprehensive proposal on Advisory from the district before we can have a productive conversation. ESTA questions the legitimacy of the district's offer based on the absence of specifics.</p>
So, what is ESTA's proposal on Advisory?	<p>Right now, ESTA does not have enough information from the district to consider the district's concept of advisory. We are still hoping that the district will offer more information.</p> <p>TEE period, as it stands now, expires at the end of this year. ESTA's counter,</p>	<p>See Appendix G from the current contract.</p> <p>See ESTA's current counter on the district's advisory</p>

	<p>right now, is to revert back to the 19-20 agreed upon language existing in our contract, under Appendix G. This is the bell schedule from the 19-20 school year - all three comp sites were on different schedules. OG used Tutorial, EHS used Extended, and SP used Embodied Support (TEE) for their lessons.</p> <p>There is one exception - SB 328 is set to take effect in 2022-23 which states that high schools cannot begin earlier than 8:30am. So ESTA's counter takes the new start time into consideration.</p>	
My site admin told me ESTA is against a 4x4. Is that true?	<p>No! ESTA would love to consider any proposal from the district that is good for students and teachers, including a 4x4. To date, the district has never mentioned a 4x4 to ESTA as a possibility.</p>	