

Dear ESTA Family,

A big thank you to everyone who is wearing ESTA black on bargaining days. Hundreds of folks across the district joined as we demonstrated our solidarity for a fair and competitive contract. We post pictures on our Instagram so if you aren't following us yet, find us on IG @esta_united.

Here's your update from the bargaining table. Progress has been minimal, despite the distraction tactics at play by EUHSD (remember that boost in pay for subbing during your prep to distract us from the fact that we are working without a contract?). EUHSD doesn't seem to understand the position that ESTA members are in--literally, in many cases, functioning solely in survival mode to complete this school year. The district continues to ask MORE of our members, without any awareness of what teachers and counselors are going through. ESTA has continually tried to work WITH EUHSD, to gather information for teachers and counselors to be able to plan, in regards to the bell schedule and many upcoming decisions, but EUHSD continues to claim "management rights" and refuses to engage in planning conversations with ESTA or giving information to ESTA that we have requested regarding how their proposed "Pilot Advisory" will be implemented.

EUHSD has demonstrated a clear detachment from the reality of what teachers and counselors are going through this year. They continue to push for changes to our workload, expectations, class caps, and assignments that would disregard all of the labor protections ESTA has worked so hard to maintain. Their claim of "management rights" shows us a willful disconnect from the reality of what we do, every day. In discussions surrounding advisory, Dr. Courtney Goode, the superintendent of HR, has said that what teachers do during this time is "not teaching" because we aren't required to prep, plan or grade for advisory periods. Meanwhile, ESTA has continued to argue a fair, sustainable model for advisory is something that we support, and that a proper model would be far more than "just" teaching. EUHSD refuses to acknowledge ESTA's perspective and continues to claim they have no requirement to discuss or plan the impacts of these kinds of efforts for ESTA members

In terms of [ESTA's proposal](#) today, our team continues to maintain that with the sharply rising cost of living and inflation increasing approximately 7% in San Diego County, ESTA educators will continue struggling without fair and competitive adjustments to salary and benefits. The district has unreasonably high reserves and public schools are seeing unprecedented funding in California and our salary ask is well within the district's ability. Education is facing a teacher shortage in the midst of a global pandemic and even within our own unit, we know that 17% of our members have indicated that they are extremely likely to very likely to leave education in the next five years for reasons other than retirement.

[The district's low offer](#) with the additional ask of increase to our workload and disregard to class caps, class sections, and protections shows the deep disconnect EUHSD administrators have with what is happening in public education and with educators. The district has even denied the language that protects our members from a damaged or stolen laptop, forcing us to have to pay for it ourselves and the language that asks that if a member is investigated and it is unfounded

the investigation not be included in our files. These are asks that have minimal to no costs to the district and further the belief that District administration is not willing to work with ESTA on much of anything.

So where does that leave things? Today you will find a [colorful informational flier](#) in your school mailbox that lets you know what **job actions** are and why they are so crucial when bargaining a contract. ESTA is forming a Crisis Team. This team will meet to decide what job actions to take as the semester continues. If you are interested in joining the Crisis Team, please email ESTA President annacadyesta@gmail.com. **Job Actions** are a chance for you to demonstrate solidarity and show the importance of what we do as educators. As things progress, we will continue to keep members updated. Remember, all updates are included on the [ESTA website](#). If you have input, you are always welcome to share with ESTA leaders and your site reps - we represent you!