

GREATER SANTA CRUZ FEDERATION OF TEACHERS

American Federation of Teachers California Federation of Teachers AFL/CIO Local 2030

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What's Going On?

On May 13 our school board will act upon a resolution to issue final layoff notices to 44 certificated employees representing 30.5 FTE.

We are disappointed that the district has still not assigned laid-off employees to vacancies created by leaves of absences approved by the school board in March. The union previously agreed to allow the district to approve continued leaves with the understanding that this would expeditiously create places to reassign many of those who were laid off. **Why has the district chosen not to honor their agreement?**

According to the 2009 Certificated Layoff Side Letter Agreement signed on April 2nd, the number of final layoff notices coming before the board on May 13 should be further reduced by the resignations and retirements coming before them on that night as well. **Why has the district chosen not to honor this agreement?**

Wednesday, the district distributed a blanket notice of possible involuntary transfer to the entire special education faculty in violation of procedures set out in contract language. **What's going on?**

The district has rejected our offer to help balance next year's budget with voluntary furlough days in lieu of staff development. They insist that we give up our teacher work days as well. **Does the district respect our work and time?**

The district has rejected our request for binding arbitration. Binding arbitration does not give the union an advantage. It simply levels the playing field. It is just fair. **Why won't they agree? Would they like to be able to disregard contract agreements with impunity?**

We are disappointed that the district did not explore any union recommendations which could have mitigated the need to lay off so many employees. The school board rejected the union's proposal for a progressive pay cut with those who earn more taking a larger hit. **Why would the board direct the district negotiating team to seek 2% but accept no more than 2% from any one employee group?**

Our proposal to form a committee to look at central administrative departments with an eye toward possible consolidation and a proposal to reconvene the facilities task force to look for cost saving measures fell on deaf ears. **Do they have all the answers?**

The district has demanded \$500,000 in certificated furlough days and \$230,000 in classified furlough days while making permanent \$2,000,000 in certificated lay-offs and another \$1,000,000 in classified lay-offs. **Will they use savings from pay cuts to put our people back to work?**

Support your terminated colleagues by joining us as we ask, **what's going on?** at the school board meeting, 6:30 pm, COE Board Room, 400 Encinal Street on May 13.

In solidarity,
Your negotiating team:

Michele Card, Helayne Ballaban, Heather Murphy, Mark McConnell, Barry Kirschen