



November/December 2014

BUZZ

We hope everyone has a wonderful winter break and we wish you all a



Negotiations Update

We are still in Negotiations and are resuming meetings later in January. Headway has been made on many of the openers on both sides although we haven't tentatively agreed on anything yet, except for Benefits. Compensation is our big hurdle. The district is concerned with the increased pension costs for both union groups over the next 6 years (rising from 8.25% to 19.1% in 2020, which will be ongoing from then on) and with the loss of the covenant on the Cubberly lease (about \$1.9 million dollars a year). These are valid concerns, but property taxes are projected to be up again this year.

A reminder of the openers from each side:

PAEA opened the following Articles:

Article VI, Compensation and Benefits

Article VIII, Transfers – PAEA is interested in clarifying and expanding the language around transfers and the process that is followed. Making sure that principals speak with all teachers interested in the position.

Article XIII, Working Conditions – PAEA's interest is in modifying the language around Elementary Prep Time, Special Education working conditions.

The **District** opened the following Articles:

Article VI: Compensation and Benefits

Article X: Evaluations - Address the language pertaining to Parent and Student Input to incorporate the advantages for use of technology in collecting the input.

Appendix C: California Standards for the Teaching Profession (CSTP) Clarification - Address the language in this section to clarify questions that have arisen during the first year of implementation of this Appendix

CTA Conferences

CTA offers many conferences throughout the year. <http://www.cta.org/Professional-Development/Events/Conferences.aspx>

GOOD TEACHING CONFERENCE Feb 6-8, 2015:

Our local CTA Service Center Council is offering teachers new to the profession, in their first or second year, a chance for a scholarship to this conference. The applications are due by January 6, 2015 and has to be signed by Teri Baldwin before they are submitted. If you are a new teacher and interested in applying for a scholarship to this conference, please see your site Rep for details and an application. Applications can also be found on our website www.paeacta.org

PAEA has some funds to send teachers to some of the CTA Conferences, please let Teri know if you are interested in attending a conference.

Members' Questions and Concerns

Questions/Concerns	Answers/Actions Taken
Did PAEA do anything for Gunn Teachers during their touch time after the student suicide?	<p>Yes, PAEA brought a card, coffee and pastries over to Gunn for the entire staff the following week. We also brought a card, flowers and pastries to Terman and Briones staff as they were also going through this tough time. We are so sorry for what all the teachers and staff are dealing with and are here to support you.</p> <p>We know that Palo Alto is a high stress environment for students and we are trying to address that with the district. It can be very demanding and high stress for teachers as well and we want you to remember that you also need to take care of yourselves. We value all the wonderful teachers and staff here in Palo Alto and want you to know that you are appreciated for all that you do for the students and for your fellow colleagues!</p>
I have been hearing there was a grievance filed. What is this about?	<p>Yes, we did file a grievance. Per our contract, grievances are a confidential matter, so no specifics will be given. Please know that we don't take filing lightly and we try to work things out before doing so. PAEA has always had a great relationship with the district and the administrators and we still do. The situation is being resolved to everyone's satisfaction.</p>
Am I a member of PAEA?	If you are unsure if you are a PAEA member you need to contact Cheryl Tsuruda, our Membership Chair, at ctsuruda@yahoo.com