

From: **Twin Rivers United Educators** <true.office@yahoo.com>

Date: Mon, Apr 10, 2017 at 10:41 AM

Subject: Board Presentation from 4/4/17

To: Michelle Rivas, Michael Baker, Bob Bastian, Linda Fowler, Rebecca Sandoval, Ramona Landeros, Basim Elkarra

Dear TRUSD Trustees,

Due to the lack of time allotted to share information related to Mr. McGuire's presentation at the April 4, 2017 school board meeting, I would like to share that information here. There is a lot of information here, and I want to thank you ahead of time for taking the time to read it.

Class Size:

The biggest concern in this presentation is the 2014-15 data used to compare TR's average class size to surrounding districts. In 2014-15, Twin Rivers had 4 QEIA (Quality Education Investment Act) Schools. QEIA invested in class sizes of 20 to 1, as a hard cap not an average, Kindergarten through Sixth Grade. Also, included in the data were Special Ed teachers who's class size cannot exceed 12, 15, or 18 students depending upon the program. Throw in these four schools and Special Ed teachers into the mix, then yes TR's class size will be the lowest for that year. In addition, the district just recently shared with the board the district's data dash board which has current, up to date data on the district's class sizes. I have to ask, why did this report include out dated data and not current data?

You can see in the class size attachment I sent last week to you, our Kindergarten classes are NOT at 20 to 1. Again, this data came right off of the districts data dash board. What is even more concerning is that the district's LCAP under Goal 1: Improve Academic Performance and Eliminate Achievement Gaps-Actions/Services it states: Kindergarten teachers to provide a 20:1 district-wide class size ratio for kindergarten classes. + 14 Kindergarten Teachers. That is not happening.

2016 – J90 Report:

During a negotiations session, a TRUE negotiations team member questioned the numbers on a projected amount of money a proposed salary increase would be to Bill McGuire. When Mr. McGuire looked at this information, he said that it was not correct. The numbers were taken off of the J90. When the TRUE member pointed this out, Mr. McGuire then said the reported numbers on the J90 were incorrect also. This is the J90 Mr. McGuire presented on at the board meeting.

Comparative Salaries:

All of the information presented through the district's charts and graphs, does not include benefits. As you see on the charts I sent you, when we include benefits Twin River's falls in where we rank. These charts do not include some surrounding districts. Regardless if a district is an elementary, secondary or K-12 district, this does not impact the way a district structures their salary schedules.

The District proposal, indicated on these graphs and charts, also includes rolling in the longevity bonus certificated staff already receive. When the district rolls in longevity on the salary schedule, it looks as though this is a substantial salary increase. This also reflects in the salary graphs I sent you. Certificated staff is already getting this longevity as additional income reported on their salary determination letter.

You will also see a difference in what TRUE's graphs show and the district's. If the district has gotten all of their information from J90 reports off of California Department of Education website, it is important for you to know that districts are not mandated to send these to the state any longer.

Benefits from LCFF and LCAP:

One of the items listed on this part of the presentation is Visual and Performing Arts for Elementary Students – Resulting in teacher prep time. This is a benefit to many our Twin Rivers students, but due to the district not structuring the VAPA program in a way that students get VAPA time each week and teachers get 30 minutes of prep each week equitable; the district is not providing this equally to all of our TK-6 students and teachers. Many of our TK-6 students are not getting 30 minutes of VAPA each week due to holiday, non-students days, and if a substitute is not filled for a VAPA teacher who is out.

I already addressed the Class Size Reduction for Kindergarten to average 20 to 1.

District Proposal's at the table:

Mr. McGuire stated that the district proposed a 186 work year which would mean one day would be taken off the calendar. What he did not share, was the strings attached to doing this. This would include: waiving the language of the LCFF TK-3 24 to 1 class size and falling back on our current contract language which is: TK-6 30 to 1 ratio. It was stated in mediation that the district would still continue to keep to the intent of getting TK-3 down to 24 to 1 but wants the flexibility of waiving the language in this ed code.

Unfortunately, we cannot even get the district to agree with current contract language around the 30 minute a week prep time. We are currently grieving this and it is now going to mediation. So the trust we have in the district to keep to the intent of the ed code language is far from there. The other string attached to this district proposal of this day being removed from our work year, is we drop this prep time grievance. Lastly, the district is asking we drop a grievance regarding the contract salary schedules not reflecting the contract language around longevity. We have roughly 150 members, who are not receiving their longevity bonus due to the district not following stated contract language but going with the inaccurate salary schedules.

Any of the proposals the district gave during mediation, included all of those strings.

As President of TRUE when we voted in the last contract that increased our work day and work year, I had teacher after teacher share with me again and again, you know we won't get guaranteed 30 minutes prep time and repeatedly, I said yes you will. It is written in the contract. Well now they are not, and the district is now fighting us in mediation regarding this again and is proposing getting rid of it.

I would happy to speak with any of your regarding the information above.

Again, thank you for your time and reading this email.

Sincerely,

Kristin Finney – TRUE President

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