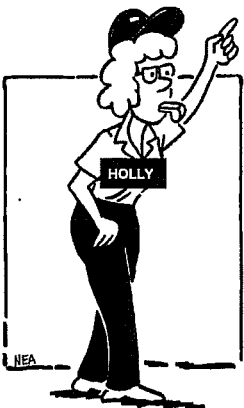


A Word or Two From Your Bargaining Chair

Hello my name is Holly Guntermann and I am a teacher at Idyllwild School and the Chair of the HTA Bargaining Team. I am here tonight to say that I don't believe that the district should have declared impasse.

I believe that there are things that we could be agreeing to. The District has stated that you need the teachers to take a 7% pay cut and that it could be a combination of furlough days or rebasing the salary schedule. HTA has responded that we would like to talk about contract language in conjunction to pay reduction. HTA sees that salary cuts and contract language are interconnected while the district says that unless HTA agrees to the 7% they won't talk contract language. It is hard for me to believe that there wasn't anything in our proposed contract language that couldn't be discussed. Unfortunately this dialogue never happened because of the District's position of no pay cut, no contract language.

In the past, when raises were being granted the district always insisted that contract language be changed to facilitate the monetary raise. Now that pay reductions are being negotiated, the district slams the door on reciprocal changes in language. Language changes were always demanded for pay raises, but now the district declares impasse after discussion about pay cuts and only silence on language changes.



Fair negotiations require full negotiations. Not one sided, one-subject negotiations. Being at impasse isn't helping either side and it's definitely not helping the employees who will be receiving RIF notices. Let's get back to the table and talk about both sides not just one side.

** Holly delivered the above speech to the HUSD Board on February 23, 2010

Welcome to the New CTA.org!

If you registered on CTA.org in the past, you won't have to do so again; just use the username and password you've always used.

If you are a first time user of the members-only area of CTA.org, you will need to go through the registration process prior to logging in:

- 1) Click on the REGISTER NOW link within the "WE ARE CTA" member module.
- 2) First step registration page displays with the following fields to be completed:
 - A. Your Individual ID (available on the mailing label on the front of the *California Educator* magazine)
 - B. First Name
 - C. Last Name
 - D. Home Zip Code
 - E. Registration Email Address
 - F. Your Username
 - G. Your Password
 - H. Confirm Your Password
- 3) Click the CREATE ACCOUNT button when finished.
- 4) You will receive an email with a link to access the website.

Once registered:

- 5) From the CTA.org home page, enter your username and password established at registration into the USERNAME and PASSWORD fields in the "WE ARE CTA" members box on the upper, right-hand area of the website.

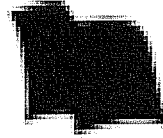
Once registered, you can load a profile photo, add a comment, share a lesson plan, and more!

THREE CHEERS!



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March 25, 2010

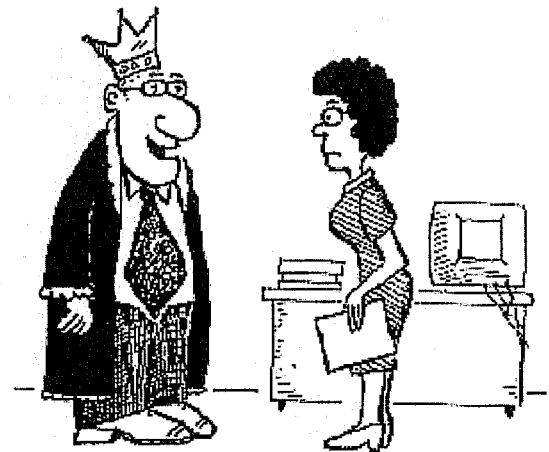
3—5 P.M.

at HTA Office

1779 E. Florida Ave., #B-3

The only *Disability Insurance* that pays for illness, accidents on or off the job and is less expensive than AFLAC.

Stop by and obtain more information.



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WCP

"I really don't like dressing this way, but it makes the workers think I'm someone important."



Hemet Teacher's Association

Speech to the HUSD Board

Dear members of the governing board:

As you know negotiations will continue soon with a state appointed mediator, April 22. You may have been led to believe that an impasse was declared by HTA or that the declaration was joint. In fact the declaration was unilateral and declared by HUSD. We have encouraged your negotiating team to return to the table to continue negotiations. It is still not too late to return to the table.

Even though we would like to reach a settlement, the mediation process does not guarantee quick settlement. It does allow for a quick settlement when one of the parties needs to acquiesce without loss of face. But I am not sure that is the case with these two parties.

The several times that I have negotiated using a mediator, the process took one or two days. But this climate is so much different than at any other time that I have worked in the public schools. Capistrano began the negotiation process in April of 2009. Impasse was declared on June 17. Mediation began in July. Certification for fact-finding was in October. Fact-finding occurred on Jan 25 and Jan 26 of 2010, at least 7 full months after the beginning of impasse. The fact-finding report just arrived, eleven (11) months after the beginning of the process. Today's LA Times reports that the Capistrano teachers are considering a strike.

If we are able to keep to their timeline, fact-finding may not begin until October of 2010. And the report would follow later.

The value of fact-finding is that the district is not allowed to impose their best and final offer until after its completion and its report is filed. The association is not allowed to call a strike until after the report is filed.

I urge you to send your team back to the table.

Hints: Consider our language issues. You do not need to agree to all of them. Ask your cabinet to renegotiate their three (3) year package. Bring their compensation back to an appropriate baseline. Should that happen, it would make it easier to arrive at an agreement.

*** the above speech was given by Jim Brigham, 1st Vice President of HTA*

Mediation Date is Set

The Public Employment Relations Board (PERB) has set April 22 as the first date for mediation. Mediator Michele Keith has been assigned to our case.

HUSD is currently demanding that HTA bargaining unit members give up 6.5% of our pay. Their proposal calls for shortening the school year by 5 days (2.78%) and an addition 3.72% reduction in salary. Part of that 3.72% could be done by up to 3 additional nonstudent furlough days (1.85%).

On the fourth day of bargaining, HTA provided the District with an initial offer of 3 furlough days with language on the transfer and reassignment section of the contract. HUSD's response was to immediately and unilaterally declare impasse, putting a stop to the bargaining process without ever moving from their original 6.5% demand.

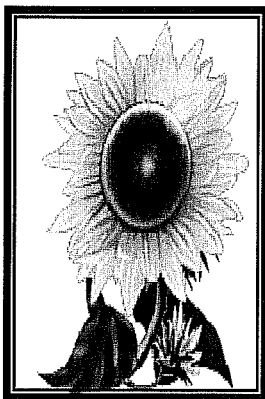
You have seen both 7% and 6.5% referred to in information put out by HTA. When HUSD made their initial proposal, their demand was 7%. They agreed to lower that demand by ½% for every 6 retirements above the 25 built into their budget, but only for those positions that were not replaced. According to Vince Christakos, HUSD Asst. Superintendent Business Services, we are currently at 6.5%.



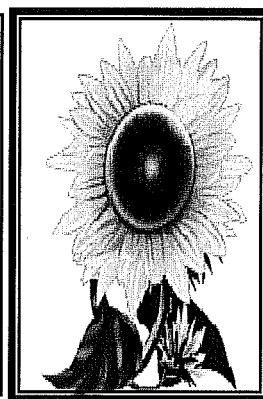
Annual Retirement/Recognition Dinner

Friday, May 14, 2010

The Hemet Teachers Association is proud to honor our members who have dedicated so much of their time and expertise to the betterment of public education.



The Country Club
at Soboba Springs
1020 Soboba Road
San Jacinto, CA 92583



5:30 P.M. ——— No Host Bar

6:30 P.M. ——— Dinner & Presentations

\$35.00 per person

(Retirees and HTA Representatives are our guests)

Please return this reservation form and money to HTA as soon as possible, as we have a 200 person maximum at Soboba Springs this year.

Please make _____ reservations for the Annual Retirement Recognition Dinner

Your Name _____ School Site _____

Please mark if applicable: _____ Retiree _____ HTA Rep

\$ 35 per person (Retirees & Reps do NOT pay)

Checks made payable to: Hemet Teachers Association

Please Note— We have a 200 maximum that can attend this year.
RESERVATIONS ONLY!!!
NO paying at the door!!!