
Preuss Teacher Contract Negotiations

— An Important Update for Our
Community —

Important terms to know:

Union: An organized association of workers, often in a trade or profession, formed to protect and further their rights and interests. *In our case this is a teachers union that includes our school librarians. We are part of the UC lecturers union (UC-AFT). We are fighting for our rights and interests that impact our ability to serve our Preuss students.*

Contract: Agreement between the the union of workers and the employer/management that defines the terms of employment and working conditions. *We need a good contract to protect all the ways that we do our work to educate Preuss students!*

Bargaining/Negotiations: When the union of workers and the employer/management meet to discuss, and attempt to agree upon, the terms of employment and working conditions for the contract (above).

Out of Contract: When the previous contract expires and no new contract has been agreed upon. This leaves union members with less protections and creates a difficult working environment *which is why our union always starts bargaining 6 months to a year in advance of expiration. Unfortunately, our teachers are currently out of contract (since Jan 31st, 2020).*

A Quick Timeline

2015-2017: *40% of our teachers left due to poor working conditions and salaries lagging SDUSD.*

Your teachers attempted repeatedly to work with management to help correct problems and prevent the loss of teachers.

A Quick Timeline

2016: Union formed because management “doesn’t negotiate with unrepresented groups”.

2017: First Preuss Contract Ratified. Very solid outcomes and we were able to KEEP & PROTECT teachers. NO TEACHERS LEFT THAT YEAR!

A Quick Timeline

- **July 2019:** New negotiations begin. Teachers work over the summer to try to negotiate the contract and prevent from taking energy away during the school year.
- **July 2019 - February 2020:** 6 bargaining meetings; no contract.
- **January 31st:** Teachers contract expired. Management failed to make a proposal that finds solutions for protecting what Preuss teachers and students need.

A Quick Timeline

Today: Teacher and student needs have not been met by management. We remain out of contract.

Next bargaining date: March 11th directly after school at Preuss.

A look at the key issues we are fighting for:

Teachers demands are for supporting student success!

The following slides summarize the key issues:

Teacher Demands for Student Success

Equity and Reasonable Support for ALL Students' Success

- Teachers have advocated for class and caseload maximum to ensure all learners get what they need!
- Management believes that the state minimum is enough for our advanced level curriculum, leaving students with disabilities in a terrible position.

Teacher Demands for Student Success

Professional Decision Making Power

- Teachers deserve the respect and freedom to control their preparation periods, lunch, and class coverage.
- Management believes that teacher time should be micromanaged without consideration for the extra hours every teacher puts in outside of the school day

Teacher Demands for Student Success

Competitive Salaries: Costing less than 4.5% of available funds

- Teachers are asking for less than 5% of unused money for a salary increase to keep them competitive with area districts so we can retain our incredible teachers at Preuss (we are already behind SDUSD). Preuss has a reserve of \$11 Million, which grows every year.
- Management has refused to meet this need and continues to undervalue teachers - putting us at risk of renewed teacher loss.

Teacher Demands for Student Success

Excellence: #1 In San Diego & Nationally Ranked

- Teachers know that *our teaching conditions are your child's learning conditions* so every article we have fought for in bargaining is tied to maintaining Preuss excellence, protecting our culture and providing the best education we can for our amazing students.

What's Next: What to Expect

Teachers will continue to fight for your family's access to a quality educational program at Preuss. We will protect our students and what we need to support them!

- **From teachers, you may see:** Teachers being active on campus, telling their story, and wearing union shirts! Feel free to join us and stand with us!
- **If you hear, read, or see anything alarming, don't worry just ask:** During other negotiations, some schools have publicized information designed to scare parents/community members and make misleading statements about unions. We do NOT anticipate this will happen at Preuss, but we want you to turn to us if you hear or see anything that makes you concerned. We are always here to help you and we would never do anything to jeopardize our school or our jobs. We love what we do! Please contact Larissa Dorman-Cobb (see last slide for direct contact information).
- **#1 Take Away: Do not fear we are fighting for the well-being of our school, your children and our community!**

Support Your Teachers! We need you!

Ways to show support:

- Join us in demonstrations. Stand by our side!
- Write letters or statements of support.
- Help communicate with other community members.

March 11th (4-4:30 pm) = First opportunity to support!

Come cheer us on and demonstrate your support prior to the bargaining session! We would LOVE to see you there!

Questions?

Who to contact:

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Thank You!