

Contract Negotiations and Protecting the Classroom


Tue, Oct 24, 2017 05:29 PM

From:

-  Travis Medling

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To:

-  Jeff Eakins



Mr. Eakins,

I am quite bothered that we are repeating the same cycle of contract negotiations. I do not feel valued.

Personally, I believe the steps should be paid at the beginning of the year as those of us who switched to the new schedule did so because we were told we would no longer be on steps but on years of service. That, unless we were unsatisfactory, we would earn our year of service. Are we all unsatisfactory this year?

First, I would like to tell you what happened to me because of the stalled step increase during the 2015-2016 school year. I was due my increase as I was moving between bands. Negotiations were delayed. 2015-2016 was the last year that Semester 1 ended in January. This means that more than half of the school year (and paid days) occurred after January 1st 2016. I was paid retro on my step, performance pay, and on an additional period that I was teaching. This resulted in approximately \$6000 in salary that should have been paid in calendar year 2015 being paid in 2016. This coupled with school starting earlier for the 2016-2017 school year meant there were more paid days in the 2016 calendar year. The net effect was that, according to my W2, I made well over \$10k more than calendar year 2015. Why is this important? Because this year my student loan payment went up. My student loan payment went up by a little over \$200 per month because, "I made more money" in 2016. No matter how much back and forth I go with my lender, thanks to our human resources department and how they verify income, I cannot get this changed until I file my taxes for 2017. So thanks for the raise in 2016, or shall I call it a salary decrease for 2017?

Second, thanks to losing our IEP assistant for our ESE department has hurt our ESE department, students and all teachers. Now when I have to go to an IEP meeting, there is no one to cover my class, so another teacher loses planning time to watch my class. ESE teachers are constantly battling a mountain of paper work while also teaching a full load of classes with no help. This is attributed to streamlining and cost cutting, why? This has a direct impact on our classrooms and hurts our students!

Third, why does the district not value teachers' time? Teachers need time to plan. At the secondary level 50 minutes per day is honestly not sufficient. Teachers across the district take too much work home because we cannot accomplish it during the day because we are filling out paper work, going to IEP meetings, watching another training video, filling out another survey, or looking at data on our students from last year.

Teachers are not okay and you are saying clearly you do not value us when you drag out negotiations. I am NOT due for a raise this year, but I am due the professional courtesy of being acknowledge my year of service.

Thanks,

Travis Medling

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Don't write yourself off yet
It's only in your head you feel left out or looked down on
Just try your best
Try everything you can
And don't you worry what they tell themselves when you're away

