

# LMUTA ALERT!

Real information from your LMUTA leadership

March 19, 2015

## District info avoids real questions

LMUTA and the community don't need to conduct a forensic audit to see the district has the funds available to settle the contract with a fair raise for teachers. LMUSD just hasn't made you or the classroom a priority.

A number of questions have arisen from district claims in publications and the website. You will find their information is not sourced – the district is making claims that it expects people to simply accept.

The "Stakeholder Facts" piece was misleading in that it implies that there is no money available. LMUTA would like to share some facts with you, including the sources of that information, which you can check for yourself.

**Q.** The District cites funding information from the 2012-13 school year. Is our funding really that low?

**A.** No, times have changed significantly in California school funding since 2012-13. According to the FCMAT (Financial Crisis Management Action Team) Local Control Funding Formula calculator, the accepted authority in the state, **LMUSD state revenue increased about 5.5%** from 2012-13 to 2013-14, **and increased another 10%** from 2013-14 to 2014-15. FCMAT is projecting another 8% increase from this year to next, so that will be a combined increase of 23% over three years.

**But the District is not talking about that.**



**Q.** Is the district really spending 92% of its budget on employees' salaries and benefits?

**A.** No, according to the district's own published budget documents 81.1% was used for all employees' salaries and benefits out of the general fund – a typical percentage in other districts. The teachers' salaries (not including benefits) account for only 44% of the district's expenditures, based on the district's Unaudited Actuals document.

**But the District is not talking about that.**



**Q.** Are the District's hands really tied when it comes to the Local Control Accountability Plan?

**A.** No, they are not. Remember, the name of that plan starts with "Local Control." The District can decide that attracting and retaining the best teachers benefits the neediest students—BECAUSE IT DOES! Instead, the District has been spending the new funding on consultants and other costs away from the classroom. What the piece doesn't say is that LCAP (Local Control and Accountability Plan) is by definition an internally developed spending plan, not an outside mandate. In other words, the district is saying its hands are tied, when they are the ones doing the tying.

**But the District is not talking about that.**



**Q.** Are the District's numbers about the low number of teachers leaving true?

**A.** We have no way of knowing, because they don't cite a source for their data. A number of teachers in surrounding districts have come forward to say they left, despite living in the Lucia Mar district, so they could better provide for their families. One was even featured on local television news (<http://www.keyt.com/news/former-lucia-mar-teacher-switched-districts-to-get-more-money/31578952>). The fact is, the youngest teachers are the most likely to leave, because area districts will only allow them to transfer five years of experience. As Lucia Mar teachers fall farther and farther behind, that pressure will grow and grow.

**But the District is not talking about that.**



**Q.** LMUSD claims it is doing "the best we can". Is that so?

**A.** If the district is doing the best it can, it must be for the wallets of the consultants and other outside "experts" who will receive millions of dollars of the district's money this year. LMUTA doesn't agree the district is doing the best it can by the students and the teachers of the district. If it was, the classroom would be the priority, the teacher contract would be settled, and morale would be higher.

**But the District is not talking about that.**



## **OTHER IMPORTANT INFORMATION**

### **CSEA:**

Lucia Mar CSEA Chapter 275 has quickly and forcefully responded to the district's attempt to recruit classified workers to fill your jobs in the event teachers are forced to strike. Part of the message sent March 19 by President Mike Thomas says, "*Recently the District sent an email to all our bargaining unit members requesting for qualified Classified members to Substitute Classroom Teachers in the event the Teachers go on Strike. CSEA does not encourage our bargaining unit members to be replacement workers for the Teachers. We feel we should remain supportive and demonstrate solidarity during this tumultuous time.*" **Thanks to CSEA for your support!**

### **PARENTS:**

**Lucia Mar Parents United** has started a **change.org** petition to encourage Superintendent Jim Hogeboom and the 7 School Board members to settle the contract and "fairly pay our teachers". Share this link with parents and community members and ask them to add their names! <https://www.change.org/p/superintendent-and-board-members-hear-our-voice>.

Also, parents and community members have asked us what to say to the school board members about what is happening in Lucia Mar. Here are some suggestions.

### **Parent Messages to Lucia Mar School Board Members**

- We support our teachers. We expect the district to negotiate in good faith and reach a fair settlement with them.
- Parents and students do not want a teacher strike. But if one becomes necessary, we will stand with our teachers until a fair settlement is reached.
- Our students deserve to have the best teachers apply to work in Lucia Mar, and remain here after they're hired. That's not going to happen if the District continues to disrespect them with misplaced budget priorities.
- The upcoming mediation session may be the last chance to achieve a settlement and avoid a strike. I urge you to get a fair settlement and show teachers you value their work. I do.
- My child has received an excellent education in Lucia Mar Schools. That is directly related to his/her teachers. I want to ensure that he/she continues to have quality teachers. For that to happen Lucia Mar salaries must be competitive with neighboring districts.
- As parents and voters, we expect you, our elected school board, to treat employees fairly and do everything in your power to avert a strike.