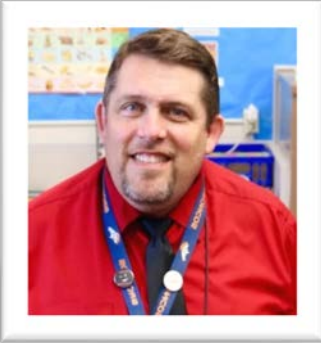


News & Notes



Bargaining Season - Winter 2016

Your comments and concerns are important. If possible don't use District email or wi-fi to send questions and/or comments. Send them to:

president@bakersfieldteachers.org

Please refrain from sending comments to "all users or all teachers."

ADA Dollars Continue to Increase

- 2012-2013 \$ 8,384 per student
- 2013-2014 \$ 9,220 per student
- 2014-2015 \$ 10,139 per student
- 2015-2016 \$ 10,178 per student

This is the District's largest source of funding, with virtually all \$\$\$ being unrestricted and usable for District priorities; not teachers.

President's Message

There has already been a lot of contradictory and confusing information released regarding bargaining. Much of what has been released by the District has been to garner sympathy for the seemingly dire financial situation in which BCSD finds itself. The District wants you to **believe** that there simply is no money for fair raises; you must make due with whatever they can scrape together to offer. I want to use this issue to demonstrate the reality of the District's situation; BCSD is doing well financially and raises are simply a matter of where Mr. Ervin and District administration choose to place their priorities. BETA has worked with BCSD in VERY tough financial times; with the promise of being taken care once times are better. You will see BCSD has experienced significant budget growth, ADA growth, LCAP, and LCFF growth; yet, our raise percentage has not come close to the same growth levels the budget has experienced. The time has come for BCSD to treat its teachers with dignity and make us a BUDEGETARY PRIORITY; give teachers their fair share! Remember, curb appeal can't teach. The teacher shortage is real; the District needs to show BETA members they are a true priority.

Be Inspired. Be Active. Be BETA.

PROP 55 Passed!!



Since Proposition 30 passed BCSD has received:

- 2013-2014 \$30,534,789
- 2014-2015 \$39,297,967
- 2015-2016 \$37,980,862

This year and next year BCSD will continue to receive Prop 30 funds...then Prop 55 funds for the next 12 (twelve) years!!!

How Do We REALLY Compare?

The District recently showed how the raise they are proposing compares to what other districts in Kern County have settled for; please keep in mind virtually every district noted closed prior to the passage of Prop. 55! Truly thinking about HOW we really compare to other districts in Kern...other than the KHSD we really don't...here are some final steps after raises:

BCSD Top Step Right Now = \$87,137

BCSD @ 4% = \$90,622	PBVSD = \$93,744	Greenfield = \$92,842
Fairfax = \$96,783	KHSD = \$103,654	Porterville = \$102,208
Merced = \$101,244	Lindsay = \$100,797	Hanford = \$100,047
Mr. Ervin's former district, Greenfield (not in Bakersfield) = \$97,095		

With a 4% increase, BCSD teachers will not come close to the 2nd and 3rd largest districts in Kern (not sure where they got their figures...ours came straight from their contract with new raises applied); and we lag far behind significantly smaller districts around Kern County. In BCSD, teachers are NOT a fiscal priority!

Check Us Out At

www.bakersfieldteachers.org

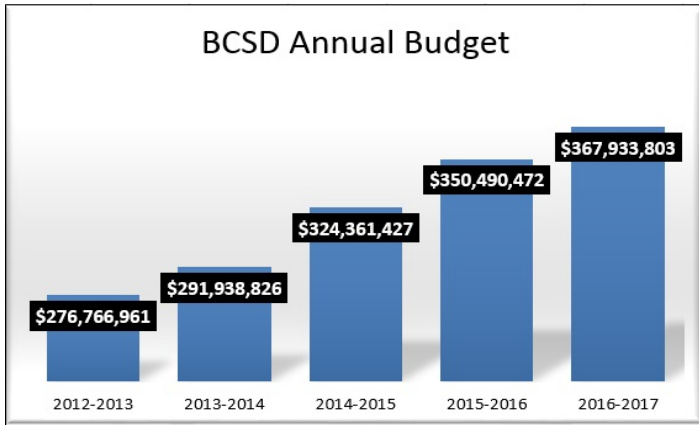


Contact Us At

(661) 327-4567

President@bakersfieldteachers.org

Graphs: BCSD Budget Increases vs. Salary Increases



When reading these two graphs a few items to note: the District's budget has increased each year by a healthy average of nearly \$22,800,000, marking an increase of 7.41% average a year. In the same span of time, BCSD teachers have received an average salary increase of 2.90%. As it can plainly be seen, BCSD teachers are NOT a budgetary priority.

Benefits

BCSD continues to point out how expensive benefits are, and the costs continue to grow. BETA has and will continue to work with BCSD to control costs. BETA committed to working with BCSD over this and next year to find ways to make plan costs more affordable for all. By agreeing to this, our benefits will be covered this year (2016-2017) AND next year (2017-2018.) No matter what happens in bargaining, your benefits WILL be covered.

Did You Know?

When offers are made in the bargaining process, brought to the table, they can NOT be taken back. Once either side makes an offer, it can NOT be reduced; this would be regressive bargaining and is considered bargaining in bad faith.

Best Offer?

The best offer in the past 10 years? Nope, the District offered two years of 3.5% which is 7%; they are now offering 4% and 2% which is 6%...not even as good as the last round of bargaining. 4% is not making you a financial priority!

Where Will it Go?

In the 2016-2017 Budget the District budgeted for:

- A 7.3% INCREASE vs. last year for certificated salaries. With a 4% offer and 1% added for column and step advances that leaves 2.3% or \$3,130,000...that is already budgeted for raises, why not use it?
- The classified budget called for a 9.6% increase; with their raise (4% on and a 2% bonus) that leaves over \$2,000,000 unused. If unused this will simply be carried over or moved to reserves.
- The biggest yet, is the increase for benefits...a huge 14.1%! Our benefits went up by 5%, which leaves \$6,500,000 unused and just waiting to be added to the reserve. The District could easily use this money to demonstrate that BCSD teachers are a priority in the District.

District Reserves

Simply put, the BCSD District Reserves are bloated and excessive. Reserves should be a cushion in hard times, but not at the expense of students and teachers. The CA Department of Education recommends districts maintain a 3% reserve; BCSD's has never been larger and is growing, now sitting at a staggering 22%. We currently have over \$76,000,000 in reserves; CA recommends \$11,000,000. That is \$65,000,000 more than recommended; each year we received a raise (the past 3 years) the reserve has GROWN...time to make BCSD teachers a priority and offer a fair wage!

