

Spring break is coming up fast, four weeks to go. As usual for the last four years, every quarter I send out the AVUTA President's newsletter to keep you informed of your union's actions and to inform all unit members in on a few items. So here we are at the 3/4 mark of the school year.

Negotiations- We are negotiating with the district for the 18-19 school year, which is only four months away. I have listed the main AVUTA issues below with any movement that we have made on each issue. I presented the reopeners to the School Board on 2 NOV 2017. AVUTA's goal is to settle with the district before the end of the school year so AVUTA can ratify the reopeners in MAY of 2018. That way any negotiated money will go into teachers' salaries on 1 JULY 2018. We are in a period economic growth, the best economy that we have had in 12 years, now is the time to catch up. We have an outstanding Executive Board and Negotiations team that works very hard on your behalf. Here are the three main issues that AVUTA has presented to the district for negotiations and their negotiation status.

1. 10% pay raise to the salary schedule effective 1 JULY 2018/ Positive movement.
2. Hourly work rate increase from \$35 to \$50/ Some movement.
3. Language reducing the caseload in special education classes/ Minimal movement.

The complete reopeners are on the AVUTA website. We will continue to work with the district to make sure that AVUTA unit members are properly compensated. Our next planned negotiations session is 6 MAR 2018.

JANUS V. AFSCME- This is a court case that went before the Supreme Court on 26 FEB 2018. The ruling will be released after the case. It could come as late as 30 June 2018. It will affect every union in the nation. Janus seeks end fair share fees, end permanent union membership, and **allow people to quit unions but still receive union benefits, rights, and representation**. What this means, is that people could pay no dues to a union but the union would still have to represent them when they were in trouble, and negotiate for them. That would greatly affect unions financially. That is the plan behind JANUS.

The most likely outcome will be that JANUS will win, and non-members will not have to pay "fair share fees" to the union. Many unions may decide to declare themselves "Member Only Unions". This is a legal status. This means that anyone outside the union will get no union benefits. That would mean that people outside the union may have to represent, grieve, and negotiate for themselves. The contract would only apply to union members.

I will be paying very close attention on this case and its outcome, and keep you informed.

The smart move is- to stay a member of AVUTA/CTA/NEA.

Site Visits- I am in the process of coming to every site to speak with the teachers, and the Superintendent Mr. Hoegerman is joining me. He discusses district issues and then I speak on union issues. It has been great to get down to so many of the sites this year and speak with as many members as possible. If I haven't been to your site yet, your Site Representatives will tell you when the Superintendent and I are coming. Remember AVUTA works for you!

AVUTA Committees- We have some openings.

Elections Committee Chair

Election Committee Member

Political Action Committee Chair

Political Action Committee Member

Grievance Committee Member

If you are interested in any of these position please contact me.

The AVUTA Attendance Award - AVUTA is proud to congratulate our attendance winners.

Each Semester AVUTA will randomly select 1 AVUTA member from each site with a 98% attendance rate or better to win a \$50 gift card. And the winners are...

Rio Vista- Lucy Vargas

Yucca Loma- Rod Toner

Phoenix Academy –Clayton Reynolds

AVHS- Travis Trouberman

GHHS- Susan Bennis

Sandia – Steven Wolmack

Desert Knowles- Danielle Weir

Sycamore Rocks- Kathy Harmon

Ranch Verde- Lacy Patelsky

HDPa- Johnny Gonzales

Vanguard- Julie Davis

Sitting Bull- Monica Seielstad

Again congratulations to all of our winners.

AVUTA Vendor Fair- The 4th ANNUAL AVUTA Vendor Faire will be 7 APR 2018 from 2-5 PM.

It will be at GHHS and we will have **1- \$500 Grand Prize and 2- \$250 Second Place Prizes.** You must be present to win. We will also be honor retiring teachers. There will be \$25 raffles throughout the afternoon, food trucks, and vendors selling their wares. Each person that RSVP's will receive coupons for food. Bring the whole Family!

CALSTRS Retirement Counseling Sessions- If you are getting close to retirement you may want to attend one of the following retirement sessions. They will be held in the CTA office in Hesperia. The Dates are: 19 APRIL 2018, 17 MAY 2018, and 21 JUNE 2018. Call (800) 228-5453 and select option 3 to sign up. Two to six weeks advanced sign up is required.

That's it for now. You are up to speed. Have a wonderful and very restful Spring Break.

On behalf of the entire AVUTA Executive Board- Thanks for all you do.

JZ

J. ZACHAU

AVUTA PRESIDENT