

February 7, 2019

President’s Message

Happy New Year! 2019 looks like a good year for our teachers.

As hoped in my last message to you, our Bargaining Team under the leadership of Cathy Adams, has reached an agreement which has been ratified by our membership and approved by the KHSD Board. It has been a very difficult and long process to get this deal. Fortunately, we were able to get the deal we originally asked for—6% over 2 years. We are expecting the raise to be reflected on the February warrant. However, when we look at our colleagues in LA Unified and San Diego, we see how truly fortunate we are. I believe the election of two new board members who are former educators and the turnout of our members demonstrated the solidarity of KHSTA. Both helped our cause in reaching a settlement. I would like to thank Tom Johnson and the rest of the Organizing Committee for their tireless effort in bringing all of the members together for these events.

Teachers give so much to their students beyond what is contractually required. We take home our grading, our students’ concerns, our pressures, and our lesson plans. We bring our own supplies into the classroom far beyond the \$250 credit that the government believes should cover it all. You deserve this increase and so much more. I would like to thank the teachers for their support and faith in the Bargaining Team. Without the teachers’ trusting the association and their collective voice, this would not be possible.



Vickie Shoenhair
KHSTA President



Cathy Adams
Vice President,
Bargaining Chair
Cathy Adams



David Lollar
Executive Board
Social Media



**ARE YOU ON
REMINDE?**



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@WeAre KHSTA



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Kern High School
Teachers Association

Bargaining Update.

Happy February!! We have finally ratified an agreement with the district.

The contract, which includes a 4% increase starting in January 2019, along with a 2% additional increase effective July 1, 2019, was overwhelmingly passed. The board approved the contract at the board meeting on 2/4/19. The contract also includes **coverage for health and welfare benefits through the 2019-2020 school year**, and a speech language pathologist (SLP) pay schedule that is similar to that of SLPs in other districts. In addition, our association now has the ability to appoint members to the **district safety committee** which includes PBIS/MTSS issues, as well as being able to **appoint members at each site to review class size anomalies and issues related to the master schedule.**

Because the district just approved the contract, the increase in our salaries did not show up on our January paychecks. The increase will be reflected on our February check along

KERN HIGH SCHOOL # 1 BOARD MEMBER - VOTE FOR 1		
Completed Precincts: 126 of 126	VOTE COUNT	PERCENTAGE
CYNTHIA BRAKEMAN	13443	52.80%
MIKE WILLIAMS	12016	47.20%

KERN HIGH SCHOOL # 4 BOARD MEMBER - Vote For 1		
Completed Precincts: 92 of 92	VOTE COUNT	PERCENTAGE
JANICE GRAVES	10834	46.21%
JENIFER PITCHER	6481	27.65%
BRYAN COLEBROOK	6128	26.14%

with the increase from January. We are happy to have been able to get **6% ON the schedule** moving forward and to have secured an agreement that will take us through the 2019-2020 school year.

The bargaining team would like to thank all of you for your support. We would also thank the Organizing Committee for their efforts to get the contract through. This bargain took longer than we expected, but with your support, we were able to secure what we asked for **ON THE SCHEDULE**. We are truly stronger together.

—CATHY ADAMS, BARGAINING

KNOW YOUR WEINGARTEN RIGHTS

While it is likely that teachers have good working relationships with administrative staff, they need to keep in mind that any discussion behind a closed door with an administrator can still be an uncomfortable situation. In 1975, the Supreme Court ruled that any employee is entitled to representation from the union. It is important that members utilize this important benefit to KHSTA membership. Your site representative can accompany you to any meeting with administration that you feel may lead to disciplinary action. He or she is there to ensure that the administrator is abiding by the contract. Remember that you can invoke this right at any time during the conversation by stating,

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

We are creating cards that you will soon receive from your site representative so that you can carry it with you to any discussion.