



Dear Ross Valley Community,

Ross Valley Teachers Association and Ross Valley School District reached a Tentative Agreement for the 2023-2024 contract. The RVSD Board of Trustees will vote to approve the TA on Wednesday, May 1st.

Even though RVTA ratified the TA, to be clear, the settlement is not a fair and competitive wage.

RVTA Educators reluctantly voted for:

- \$2,000 increase for every cell of the salary schedule
- \$500 one time, off the salary schedule
- Removal of six steps of the salary schedule which increases lifetime earnings for all educators currently in steps 1-19, approximately 85% of our educators.
- 100% coverage of Health & Welfare benefits for employee only.
- Speech and Language Pathologists (SLP) moved to a separate schedule in order to attract new SLPs, with the aim to hire RVSD staff rather than pay contracted employees.

What?!? WHY did we ratify?

RVTA members voted to ratify the Tentative Agreement because we need to be proactive not reactive.

- We need to conclude 2023-2024 negotiations in order to start bargaining for our 3-year 2024-2027 contract.
- We need to get out of the cycle of negotiating in the current school year when the money has already been spent!

You may hear this wording from the District:

- Total compensation increase for educators = 3.85%
 - 2.13% = increase to all pay cells including SLP schedule
 - 0.53% = one time off schedule \$500 bonus
 - 0.36% = cost of removing steps 9, 11, 13, 15, 17, 19 from certificated salary schedule
 - 0.83% = increased cost to Health & Welfare benefits (retroactive to Jan. 2024)

To be clear:

- RVTA educators are NOT getting a 3.85% salary increase on the salary schedule.
- All RVTA educators are getting a \$2000 pay raise on the salary schedule, plus a \$500 one-time bonus, and continuation of full medical benefits for the employee only (no additional family members).

Our work is not done!

- Thank you for supporting RVTA!! We cannot stress enough how much your support means to educators this year.
- We need you to hold the Board accountable:
 - continue to ask questions
 - follow through on forming a budget committee
 - speak up about all the ways the money is spent
 - prioritize teachers in RVSD's budget
- We need your activism by vocalizing to the community how amazing our school communities are and ways they can support the teachers.

RVTA and RVSD will open negotiations on May 23rd for the 2024-2027 contract.

We will continue to organize while we move forward to a fair and competitive contract. We are open to partnership ideas for our future, as we are ALL in this together.

Sincerely,

Ross Valley Teachers Association