

We have some updates for you as well as our action plans for the week of 4/24/23.

Signs:

We have a good number of signs left if anyone would still like one. A social media post went up with a Google Form this Friday and community members have been filling it out to receive one. Heather and Gabby will be delivering those this week. Please fill out the form or email us directly if you would like one!

Select Board/Finance Committee Information:

Thank you to the staff that came to the Select Board meeting on Monday, 4/10/23. We saw some new faces and we were so happy to have you stand with us. There is nothing significant that was discussed about DPS at that meeting, however the link for it is here just in case you would like to watch it (If you're a Spaceballs fan you may get a kick out of the Mountain Bike Trail segment):

<https://www.youtube.com/live/blhal2xuMxg?feature=share>

The **Select board and Finance Committee** is meeting on 4/24/23 at the Town Hall, time TBD- we will get this information to you ASAP. This is where we need to continue to put pressure. This is our push for the week after vacation. **We need this to be a HUGE ACTION EVENT.**

We need LARGE numbers at this event. We are telling you about this now because we want you to be able to talk to community members- colleagues, family members, parents- to gain numbers at this event. We have contacted DPD and DPW to stand with us at this sign holding. We will be contacting news outlets for media coverage. Our goal is 200 people for this event. The last time we asked the membership for a huge showing you all rallied... please make every effort to attend this one. This meeting is very important.

At this 4/24/23 meeting we are planning for sign holding and a speaking event outside of the building for 30 minutes and then we will move into the hallways and then into room 304. We suggest that you stay for this meeting. FINCOM will recommend whether or not they give us the extra \$588,000 we are asking for to ensure that there will be no layoffs. The Select Board will be discussing this as well.

Thank you to those that signed the action pledge that you would attend at the MTA rep meetings this week. We will send out a text to you as we get closer to 4/24/23 as a reminder.

We are asking for members to:

- Attend the **Select Board meeting on Monday April 24th at the Town Hall (room 304).**
- The agenda is not out as of yet and we would like to coordinate our action with the time the board will discuss the DPS budget. We are assuming the timing for the start of the outside event and

sign holding will be **between 5:00 and 6:00pm**. That information should be available by early next week and we will get it out to you as soon as we know it.

- We are asking for the sign holding to be a large event. Our goal is 200 people.
- If you are non-PTS we would love to have you stand with us. We have members that come and stand but do not hold a sign. We will always support you in this decision.
- If you are a resident contact the select board members and finance director via phone or email- express your concern about our proposed budget:
 - Email: smickelson@town.dartmouth.ma.us smcdonald@town.dartmouth.ma.us smacinnnes@town.dartmouth.ma.us hsbrooks@town.dartmouth.ma.us fgracie@town.dartmouth.ma.us dtatelbaum@town.dartmouth.ma.us gcarreiro@town.dartmouth.ma.us
 - Phone: 508-910-1813 (Dartmouth Town Hall to connect to Select Board)
508-910-1807 (Gary Carreiro, Director of Budget and Finance)

We officially requested to speak at the **5/18/23 Finance Committee meeting**. We will be speaking about supporting the schools as well as the importance of all town employees receiving a fair wage and affordable health care. More to come as we get closer to that date.

School Committee Information:

There was a School Committee meeting on 4/10/23 at DHS to welcome in the new School Committee members as well as a reassignment of roles and committees for those members. At this meeting Kathleen Amaral became the new chairperson with Chris Oliver the vice-chair. John Nunes remains as the School Committee member that will attend the negotiations meetings. Public comment occurred and we had DEA members speak to the need for stipends for coaches and clubs to be increased.

At this meeting the budget was discussed again. This occurs 55 minutes into the meeting. Jim Kiely spoke about the proposal they presented to the town being \$588,000 more than the town allotted us. He spoke about the attrition and class size decisions they have made having less impact on students, however he said, "beyond this, this is where it starts to hurt more". The School Committee stands by this proposal and budget. The SC discussed the steps that occur and how the budget is discussed and voted on by FINCOM, Select Board, and then Town Meeting members. The Select Board's recommendation will be what is presented at Town Meeting, however the Town Meeting members also have the power to change that proposal.

Jim Kiely had a meeting with the town administrator and finance director on Tuesday, 4/11/23, however we do not have an update on that meeting at this time.

At about 1:05 into the meeting the SC discusses the joint meeting on 4/24/23. John Nunes threw down the gauntlet when he stated that he is going to not only demand the \$588,000 that we are asking for but he is also going to get back the \$350,000+ the SC cut last month. If the Select Board won't give it to him then he said he will bring it to the Town Meeting members for a vote. He says, "I'm not gonna have them destroy our school system."

You can view the School Committee meeting at this link:

<https://www.youtube.com/live/vg3i45ECFEk?feature=share>

MTA rep visits:

Our MTA representatives, Adam and Bryan visited all the schools this week. Thank you for welcoming them and we hope any questions you had were answered. We heard that there were some great conversations and hope that you felt that their visits were helpful in continuing our goal of transparency and providing the membership with as much information as possible.

We know that there was staff that did not get to these meetings- TAs, specialists, and secretaries to name a few. We would like to offer some zoom options next week for those that were not able to get to the MTA reps visit this week. Please email us at dartmoutheducators@gmail.com if you are interested and a time/day that works best for you. We will coordinate multiple members on a zoom at once with one or both of our MTA reps.

Health insurance update:

In an email sent to district emails on 4/14/23 the membership has been notified from the town that there will be a 5.73% increase in the health insurance rates this year.

Access the document from Melissa Jerome here- [Annual Benefits Notice.pdf](#)

Make sure to check out the maximize your benefits page as there are ways that you can get money back towards gym memberships and “Mind & Body” services.

Negotiations update:

We have some new members that have signed up for the CAT emails so we left this update from the previous CAT letter for them to read. *In terms of new information-* the negotiations team is working on their package for their upcoming meeting on 4/26/23. We will have an update for you after that meeting. We are hopeful that the action on 4/24/23 will be helpful in moving these negotiations forward.

From our last CAT update:

The membership survey was emailed out on Friday night, 3/31/23. Thank you to those that completed the survey. The Negotiations Team has the data. They are beginning to put a package proposal together for their 4/26/23 meeting. They are also using this data to plan next steps. Any next step actions, work to rule and other escalatory actions, need **80% support** of the members. So we need to share the following numbers with you:

We have 433 DEA members.

In our push to get contacts to keep all members informed we gathered **337 emails**.

This is **78%** of the membership.

The survey went out to all **337 email** addresses we have.

189 people responded to the survey.

56% of the staff that got the survey responded.

189 people is **44%** of our entire membership.

We don't have 80% support for anything at this time.

This makes it very difficult for the Negotiations Team to plan next steps, especially next escalatory actions that so many people have mentioned we should be doing already. Our board is concerned that if we are not able to rally 80% of our membership to hold signs, there's no way we will have 80% to do other actions beyond that. We need to significantly exceed the current rate of participation at our sign holding events. This is essential to put pressure on DPS admin and Town committee members.

The time is now to come together. We know that people are tired from hearing that we need to have an action each week. We promise you - we feel it too. We are sure you have all seen other districts rallying, picketing, and striking. About twice this year we have had only 11% of our membership attend sign holding for an hour's worth of time one time a week at an after school meeting. Other meetings have been even less. At this past Thursday's meeting we had 13 members of DPD and 6 members from DPW standing with us. They are mobilizing their unions to help with numbers at meetings.

We have three huge meetings this month that we hope will propel our Negotiation Team to gain more movement on the last line items that the school department hasn't agreed to. We know how negotiation tactics work and they will NOT show their best hand until they are forced to do so. More people at meetings WILL force their hand. Not so great press WILL force their hand.

We **have** made more progress than ever before with the presence we have had at school committee meetings, select board meetings, finance meetings, and negotiations meetings. We want the town and School admin to understand that we will continue to build our campaign forward until a fair and reasonable contract settlement is offered. We need them to be aware that the only way to avert our growing campaign is to offer a contract that benefits ALL school employees, not just SOME.

As a reminder from our last CAT update, this is where we stand-

The following is the list of what has been tentatively agreed upon::

- FMLA has been increased to 12 weeks, sick time used for pay.
- Increase family illness days to 3
- Up to 10 sick days can be used for family sick time
- Sick leave buyback increase \$25/\$40
- Workshop rate increase \$32/\$34/\$36 and \$40/hr ESY rate
- Title change for TAs to ESPs
- \$1000 SPED TA stipend.
- TAs who assist with "daily living skills" have stipend increase to \$1000
- TA-RBT stipend increase from \$5000 to \$8000
- TA/Secretary/Nurse longevity increased
- 10 year longevity added to Nurse and 25 and 30 yr added to TA
- TA compensation after 60 minutes with rate increase
- Nurse language to protect them from step hiring
- Nurses stipend for purchases
- Secretary pay equalized- Step 5 is the new Step 1 (still negotiating step increases)
- Up to 3 academic support classes in 6 day cycle at DMS
- DMS homeroom teachers not assigned am/pm/lunch duty
- Stipend increases for lead teachers and related services supervisory roles
- DHS teaching load- teachers have 10 student max online
- The School Committee proposed:

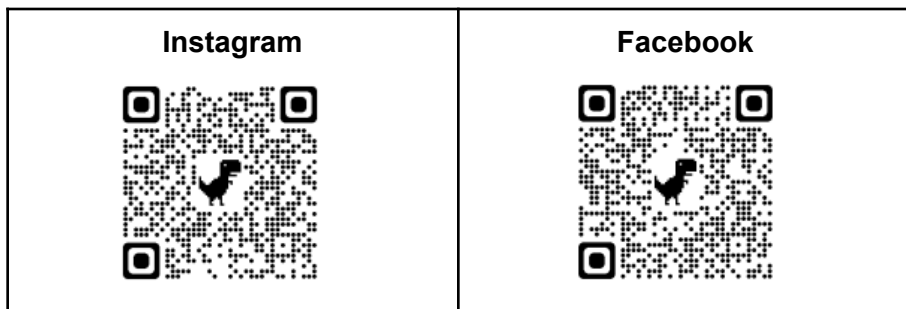
- 2% movement for health insurance to move the split to 56/44
- \$1500 COVID bonus
- 3/3/3 COLA for Teachers and Nurses
- 7.5/3/4 COLA for TA
- Secretaries COLA: shift step 5 to step 1 with 3/3/3 to step 1-3 only with \$.50 to step 4
- 3% increase for Clubs, activities and stipends in year 2 only
- We are still fighting for:
 - Teacher/Nurse COLA 4/4/4 contingent on 60/40 Health Insurance split
 - TA COLA with addition of 20 days (vacation and holiday)
 - Secretary COLA
 - Teacher longevity increases
 - 8:45 am start time at elementary level
 - Prep time for non classroom teachers and Preschool teachers
 - Preschool lottery
 - 5/5/5 increase to all Clubs, activities and stipends

Next Steps:

- Enjoy your week off! It is well deserved and we thank you for your continued support.
- On **Monday, April 24, 2023** we are asking **all members** to be at the joint Select Board and Finance Committee meeting. As soon as we have the time we will let you all know.
- On **Wednesday, April 26, 2023** our negotiations team goes back to the table. We know we have promised only one action per week however the more we have outside the windows holding signs and taking action, the more pressure the admin will feel. Please consider taking part in both actions that week.

If you have any questions- anything at all- please don't hesitate to email us at dartmoutheducators@gmail.com and we will get those questions to the appropriate people that will answer you.

All the best,
Heather and Gabby
CAT co-chairs



Join Remind Us On Remind
On your phone send a code (below) to the number 81010

Cushman's Code: @deacu	DeMello's Code: @deademe
DHS Code: @deadhs	DMS Code: @deadartms
Potter's Code: @deapo	Quinn's Code: @deaquinn