

COMMUNITY ALERT

from the Fremont Unified District Teachers Association

When cost-of-living rises, workers struggle to survive. While rent, healthcare, groceries, and other necessities have increased in cost, salaries have failed to keep up.

When cost-of-living outpaces salary growth, workers effectively take a pay cut.

Meanwhile, FUSD refuses to give educators the cost-of-living allowance (COLA) needed to survive for a second year in a row!

THREE SIMPLE THINGS

to understand about FUSD-FUDTA salary negotiations

I.

California has designated 3.71% of its funding to districts to address COLA increases.

2.

FUSD is refusing to provide educators the funding that they need to survive.

3.

FUSD is making a lot of excuses that don't make sense.

Cost-of-living increase: 3.71%

Overall revenue increase: 3.7%

FUSD salary offer: 0.71%

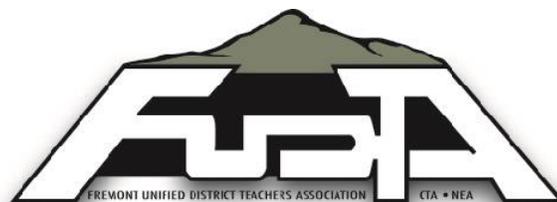
California has increased FUSD's funding by 14 million as compared to 2017-18.

FUSD refuses to give educators their share of the extra funding.

Because the Bay Area's cost of living is already a struggle for educators to cope with, this is unacceptable!

Educators argue that FUSD has misplaced priorities.

This is evident in the arguments FUSD uses against giving educators their share of the extra funding from the State (see opposite page).



Building our future, one student at a time.

FUSD's Excuses	Reality
"FUSD is deficit spending!"	Last year, FUSD projected \$18 million budget surplus despite telling the public that the District faced a budget crisis. By the time the accounting was done, over \$30 million was left! This year, FUSD is projected to have more than 7% in reserves, over 3 times the amount mandated by the State of California.
"Educator salaries make up almost the entire budget already!"	This is patently false. All salaries, <u>including senior management and administrators</u> , make up the majority of the budget while educators' salaries are now less than half. There is a decreasing trend over the past few years, showing the District's priorities. 2014-15: 51.66% 2015-16: 51.57% 2016-17: 49.27% 2017-18: 48.38%
"LCFF redid funding, so now we don't give cost-of-living adjustments (COLA)."	This is a total fabrication. In fact, increases to LCFF funding have surpassed COLA as the State continued to close the gap as compared to their target levels of funding. Now that the gap is closed, the COLA is the increase to the LCFF.
"We have other expenses that impact our bottom line and cause us to use the increased funding on things besides educators."	Translation: FUSD <u>won't provide COLA</u> to educators because <u>educators are not their priority</u> . It is up to the school district to take care of employees with the extra funding provided by the State specifically designated for those who need to be able to live and work on behalf of our students.

The Bottom Line

Attracting and retaining the best educators for our students is
NOT FUSD's priority.

We need your help!

<p>Email the following FUSD Board Trustees: Michele Berke: mberke@fremont.k12.ca.us Desrie Campbell: dcampbell@fremont.k12.ca.us Larry Sweeney: larry4sb@aol.com Ann Crosbie: acrosbie@fremont.k12.ca.us Dianne Jones: djones@fremont.k12.ca.us Kim Wallace (Superintendent): kwallace@fremont.k12.ca.us cc all emails to: fudta94536@aol.com</p>	<p>Come to the next FUSD Board Meeting in RED to support Fremont educators receiving <u>their share</u> of the cost-of-living allowance! Date: February 13 & February 27 6:45-8 PM Place: FUSD District Office 4210 Technology Dr.</p>
<p>And please join us in RED on Fridays before school! Educators are inviting our parent communities to dress in red, dress their children in red, and assemble on the sidewalk with us to 'Walk-In' on #RedForEd Fridays. We look forward to you joining us next Friday to raise awareness to all of our stakeholders about the situation in Fremont Unified.</p>	