

CTA Statewide Bargaining Goals

The California Teachers Association bargaining goals are grounded in the organization's core values and are part of a bargaining program that includes ongoing evaluation, planning, and action.

Core Values:

1. To protect and promote the well-being of its members
2. To improve conditions of teaching and learning
3. To advance the cause of free, universal, quality public education
4. To protect human dignity and civil rights
5. To secure a more just, equitable and democratic society

The bargaining program begins with the goals. Evaluation begins with the analysis of environmental forces (organizational capacity and strategic leverage) that affect bargaining. The program continues with the planning of program strategies to achieve the bargaining goals through action and ongoing evaluation.

To support the organization's core values, we honor the services of the certificated and classified bargaining unit personnel working to provide a quality educational program for all students.

Bargaining Goals:

Salary

1. Establish and maintain comparable and competitive salaries utilizing revenues and reserves.
2. Attract and retain highly qualified unit members with a quality salary schedule that is geographically comparable. *(NEG: June 2016)*
3. Attract and retain highly qualified unit members with secure retirement benefits. Locals must ensure that employers do not overstate the cost factor of retirement benefits as a bargaining ploy to avoid salary increases. *(NEG: June 2014, June 2016)*

Health and Welfare Benefits

1. Establish and maintain a comprehensive program including health, dental, vision, life and income protection for the unit member and his/her family, at district expense.
2. Establish and maintain a competitive, comparable and high quality benefit structure to attract and retain the highest level of professional personnel. *(NEG: June 2016, June 2017)*

Conditions of Teaching and Learning

1. Provide and maintain the conditions of teaching and learning that demonstrate respect for the profession and are able to attract/retain highly qualified, highly motivated unit members.
2. Provide and maintain the learning environment, including the salary and benefits of certificated and classified bargaining unit personnel, as a budget priority.
3. Provide and maintain professional development opportunities based on unit members' determination of need.
4. Provide and maintain that the principle unit members are the primary decision-makers on the conditions of teaching and learning.
5. Provide all mandatory induction/early career support programs at no cost to the educator. *(NEG: January 2001, June 2007, June 2008, May 2009, June 2016, June 2017)*

Right to Consult

1. The local bargaining unit shall actively engage its members in identifying goals in the areas of curriculum, educational objectives and textbooks, and shall exercise the right to consult on these matters.
2. The local shall demand to bargain any impacts and effects identified as part of the consultation process.
3. Unit members shall be appointed by the local association to all committees.
4. The local shall participate in and influence the LCAP process to achieve member goals.
(NEG: June 2014)

Association Rights

1. Local Associations shall negotiate access to employee orientation and bargaining unit member information pursuant to AB 119 (2017).
2. Locals shall negotiate privacy protections to ensure member information is not released to third party organizations. (NEG: June 2018)