

SDEA Negotiations Update

September 21, 2009

OVERVIEW OF THE SESSION

On Friday, September 18 SDEA and the District met for the first bargaining session of the 2009-2010 school year. At 11 a.m. on the morning of the bargaining session, the District provided SDEA with their counter to the Maintenance of Standards language we proposed in July. At 2:30 p.m. SDEA provided the District with a complete proposal for a three-year contract, including a revised and re-titled Maintenance of Workload provision in response to the District's morning counterproposal.

MAINTENANCE OF WORKLOAD

The majority of the day's discussion centered around educator workload issues as we attempted to assist the District in further understanding the concept of Maintenance of Workload. In this most recent revision to our proposal, SDEA has attempted to meet the District's desire for clarity on the applications of any potential Maintenance of Standards language, without undermining our efforts to secure contract language that protects educators from increasingly unreasonable employer demands on our workday.

It is important to understand what Maintenance of Standards or Workload is not — it is not a prohibition on future District programs, nor does it prevent the current or future Boards from implementing new curricular or structural reforms. Simply put, SDEA's proposal will influence the District's ability to implement such reforms without first analyzing the workload impact that they will have on the educators responsible for implementing them. Not only will this language protect educators from being overworked to the point of burnout, but in doing so, future reforms will have a greater chance of actually succeeding. In other words, the District is free to continue throwing strands of spaghetti at the wall to see what sticks — but they won't be able to toss the whole pot all at once.

SALARY AND BENEFITS

SDEA's complete proposal for a three-year contract addresses both salary and benefits. We continue to stand firm on the issue of healthcare. The fact is that the District has ample funds budgeted to continue funding our benefits for the 2009-2010 school year.

Our proposal also addresses the long-standing issue of salary comparability. SDUSD embarrassingly remains one of the lowest ranked Districts in the county in terms of educator pay. Three years ago, the joint SDEA-SDUSD Compensation Comparability Task Force recommended that the District offer an early retirement package, and apply any associated savings to the salary schedule in order to bring San Diego's educators up to the county average. SDEA agreed to an early retirement package last year, but

forewent any salary increases for 2008-2009 in an effort to work with the District to address their budgetary issues.

Subsequently, between March and June of 2009, the District “found” \$115 million dollars, calling into question the true severity of their budget situation as well as the validity of the numbers they provide us. SDEA has done our part — now it is time for the District to do theirs. Our proposal includes a realistic and modest salary increase that would make small steps over time toward bringing San Diego educator pay closer to the county average. Pay comparability is a crucial component in attracting and retaining quality educators in San Diego City Schools, and our children deserve no less.

WHAT'S NEXT

Bargaining will continue on two scheduled dates in the month of October. We encourage Association Representatives to download SDEA's complete three-year contract proposal and hold a brief union meeting to discuss the proposal with members. ARs should contact SDEA to share questions and concerns, and encourage their members to remain educated and involved as the bargaining campaign moves forward.

Upcoming bargaining sessions:

- Friday, Oct. 2 — 1 p.m. to 5 p.m.
- Tuesday, Oct. 20 — 11 a.m. to 5 p.m.