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# SDEA Bargaining Update

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REPRESENTATIVE COUNCIL MEETING

MARCH 11, 2015



# SDEA Bargaining Goals:

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- Increase wages to the median or higher quartiles with comparable county and state districts that will attract and retain the highest quality educators.
- Establish class sizes and caseload achieving optimal educator-to-students ratios.
- Focus on students/classrooms by providing adequate instructional planning and preparation time for all educators.
- Provide medical, dental and vision coverage with no additional costs for employees, dependents and retirees.
- Flexible utilization of accrued paid and unpaid leave.
- Support and resources to maintain orderly and well-disciplined sites and programs.
- Ensure instructional stability at all sites and programs with an equitable and objective transfer procedure.
- Provide the necessary support and resources to educate all students in general and special education settings.
- Increased wages for visiting teachers in order to recruit and retain a stable, high quality substitute workforce.

# Tentative Agreements:

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## **Article 8: Hours**

- Within their schedules, counselors, nurses, and other non-classroom unit members can schedule preparation time that is equitable with other unit members.
- Payment for emergency class coverage after the first hour.
- Seventy-five (75%) percent of elementary modified days will be set aside for teacher directed preparation & planning. However, sites may utilize up to nine(9) days ( 25%) of the set aside planning time for PLCs, PD, and other similar purposes but only if 50% of unit members at the site vote to do so by secret ballot.
- Guarantee of 55-60 minutes of preparation time for Grades 4-6 provided by a Preparation Teacher

# Tentative Agreements:

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## **Article 9: Health Benefits**

- Fully paid family medical benefits with all current plan choices for the term of the agreement.
- A process to select a new broker for our current dental coverage. Any realized savings will be utilized to improve the benefit.

## **Article 10: Leave**

- Utilize up to five (5) days of accumulated sick leave per year for personal and family reasons
- Parents able to utilize an additional ten (10) days of accumulated sick leave for the birth or adoption of a child

## **Article 11: Safety**

- SDEA to jointly develop District's hot weather procedures
- Student discipline plan to be in place within and made known ten (10) workdays prior to reporting to work

# Tentative Agreements:

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## **Article 12: Transfer**

- A streamlined May Post and Bid process with timely notification upon selection for a position.
- New vacancies must be posted by May 10<sup>th</sup> each year.

## **Article 14: Performance Evaluation**

- A joint union/district committee to research and make recommendations on new evaluation models focused on teaching and learning, not tied to test scores. Pilot project recommendations to be referred back to the bargaining teams.
- Five (5) year evaluation cannot be denied for arbitrary or capricious reasons.

# Tentative Agreements:

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## **Article 29: Special Education**

- A clear definition for Resource Specialist assignments
- Resource Specialists caseloads reduced from 28 to 1 to 24 to 1
- Requirement of the development of a support plan for General Education Teachers when the number of students in a classroom w/ IEPs exceeds 20%
- Pro-rata payment for IEP meetings held beyond the 8 hour work day

# Tentative Agreements Reached:

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## **Article 32: Visiting Teacher**

- A new category of Established Day to Day Visiting Teacher (VT) paid at a higher rate after 92 days
- Ability for Long Term VTs to utilize accrued sick leave
- Expanded access to Post & Bid
- Memorialized the new state law allowing sick leave for Day to Day VTs

## **Appendix B: Early Childhood Education**

- Seniority order rights up to two (2) years to select a vacant 11 or 12 month position if a unit member's current work year is reduced to ten months

# SDEA Bargaining Goals

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- ☐ ➤ Establish class sizes and caseloads achieving optimal educator-to-student ratios.

## Conceptual Agreements:

- Eliminate references to consult
- TK-3 site average of 24:1
- Sixteen (16) additional secondary counselors to assist in meeting A-G
- Additional nursing allocations based on acuity
- Targeted staffing to elementary and middle school sites with high unduplicated counts to be used for reducing class sizes, enrichment opportunities and student support.

### SDEA

- TK-6 cap of 35:1 for up to 30 days
- Secondary Cap of 35:1

### SDUSD

- TK-6 cap of 36:1 for up to 30 days
- Secondary Cap of 36:1



# SDEA Bargaining Goals

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- Increase wages for visiting teachers in order to recruit and retain and stable, high quality substitute workforce.

## Agreement Visiting Teacher ( Article 32)

- Increased post and bid rights for VTs
- Right for long-term VTs to use accrued sick leave
- Right day-to-day VTs to use sick leave based on new state law
- New category of established VTs paid higher rate after 92 days

SDEA	SDUSD
Higher VT base rate	Status Quo

# SDEA Bargaining Goal

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- Increase wages to the median or higher quartiles with comparable county and state districts that will attract and retain the highest quality educators.

## Conceptual Agreement:

- District sponsored professional development and inservice may be used for column advancements.

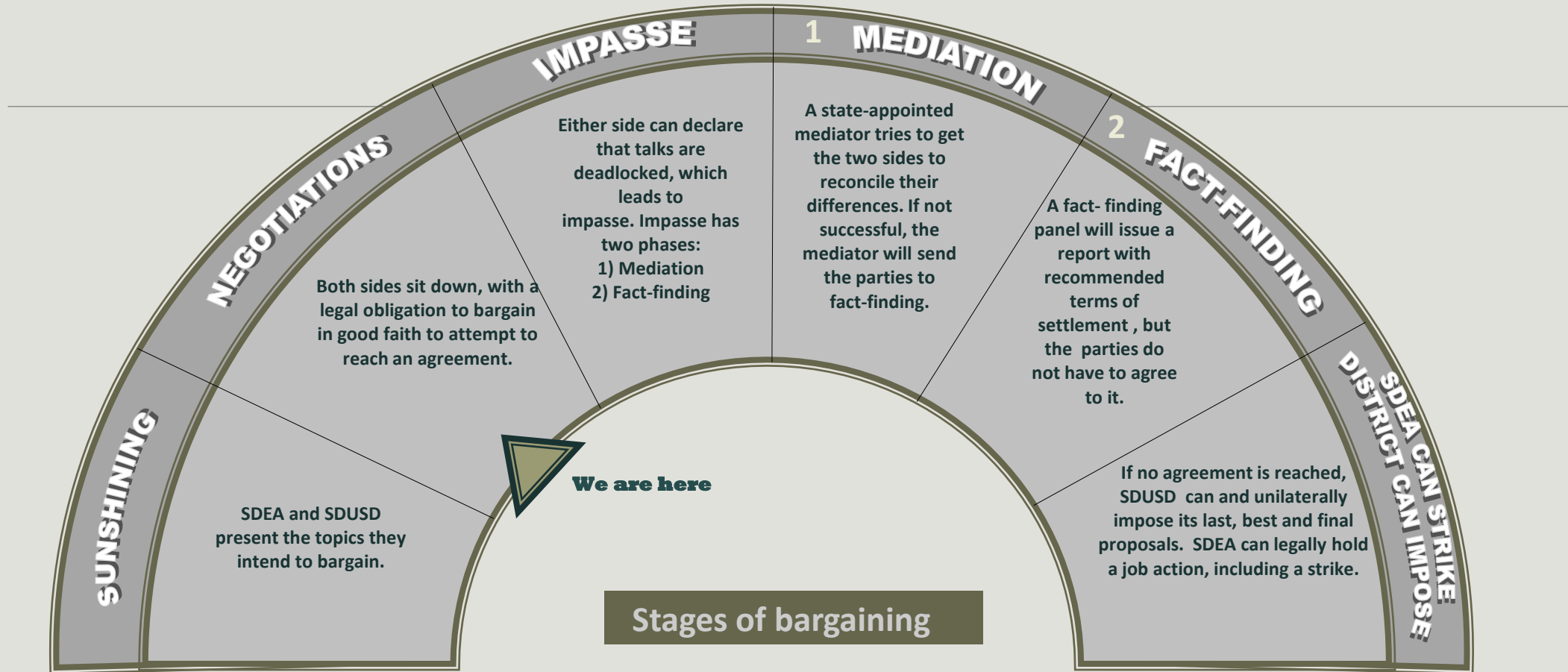
### SDEA (2 Yr. Term)

- 4% in 14/15 and
- 4% in 15/16
- Collapsing Columns for Easier Advancement

### SDUSD ( 3 Yr. Term)

- 1% July 1, 2015 and
- 1% July 1, 2016 ( 2% for 2015/16)
- Removal of Masters Block for Column Advancement

# Bargaining Process



*A tentative agreement can be reached at any time in the process.*

# Settlement or Impasse

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## Settlement

1. Tentative Agreement Reached on Entire Contract
2. Governance: Board & Rep. Council Convened
3. Member Review & Communication
4. Ratification Vote

## Impasse

1. No More Progress Can be Made at the Table. Article(s) Still Unresolved
2. Either Party Can Declare an Impasse:
  - Mediation
  - Fact-finding
3. Settlement, Strike or Unilateral Implementation

**Special Rep. Council Meeting Wed., March 25, 2015**

# Settlement or Impasse

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## Impasse Organizing

- Exert More Pressure
- Higher Escalation of Tactics
- Constant Two-way Communication with the Membership
- Support & Participation of the Entire Membership
- Settlement

**The goal of organizing is to build unity around issues the membership will support. This means the large majority of the union are part of collective actions to gain a fair settlement.**

# Comparability

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***Fight for 5! Pay and Benefits to attract and keep the best and brightest***

**Bargaining Goal:** *Increase wages to the median or higher quartiles with comparable county and state districts that will attract and retain the highest educators.*

Using Comparability as a “Measuring Stick” to achieve our priorities and goals:

- Determine which districts to use for a comparability
- Use Districts similar size & how they receive educational funding
- Analyze at the benchmarks. (Standard benchmarks are beginning teacher salaries, five (5) year, ten (10) year and maximum earnable salary).
- Calculate the percent increase needed to move the salary schedule to the median

# Comparability

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Current SDEA Wage Proposal as an example using the 18 largest SD County/same funding formula

	<u>Beginning Teacher</u>	<u>Five (5) Years</u>	<u>Twelve (12) Years</u>	<u>Max. Salary</u>
Current Ranking	10	14	13	16
Four (4) %	6	9	7	9
Four (4) %	3	3	4	3

The current SDEA proposal will move us beyond median and move wages in a positive direction while the Districts three (3) year proposal of 2% of 2014-15 - 2016-2017 would do nothing to move salaries closer to median and in fact move us towards the bottom ranking with our comparable.