

SDEA Negotiations Update

December 9, 2009

OVERVIEW OF NEGOTIATIONS

On Tuesday, Dec. 8 the SDEA and District bargaining teams met and continued to negotiate Maintenance of Workload language. On Nov. 18, SDEA and the District signed an agreement on unit member workload consisting of two interdependent Memoranda of Understanding (MOUs) — one addressing workload issues from the 2008-2009 school year, and the other addressing future workload issues that may emerge subsequent to the ratification of the agreement. The discussion clarified issues regarding the signed agreement, which the SDUSD Board is slated to ratify next Tuesday, as well as initially addressing SDEA's most recent proposal regarding workload issues in special education. The two teams also confirmed eight scheduled bargaining dates for the first three months of 2010.

MAINTENANCE OF WORKLOAD

In the signed 2008-2009 workload MOU, SDEA reserved the right to continue bargaining two remaining workload issues: increases in both IEP responsibilities and co-planning needs due to changes in special education. On Dec. 3, SDEA sent a proposed MOU to the District designed to remedy these issues. The School Board has not yet discussed the proposal, and the District bargaining team provided no response or counterproposal. SDEA answered several questions regarding the content of our proposal, which the School Board will review at their meeting on Dec. 15.

The teams also clarified the following points regarding the 2008-2009 workload MOU:

- The MOU will alter Section 8.6.6.1 on elementary prep time as follows: For as long as Standards-Based Report Cards (SBRCs) are required, a minimum of 75 percent of all modified days will be set aside for unit-member directed preparation time, with no professional development occurring during that time.
- Based on the architecture of the District calendar, this means that there will be some months during which no professional development occurs on modified days.
- The 75 percent threshold will be effective as of Dec. 1, 2009.

The signed workload agreement may be downloaded [here](#), and SDEA's special education workload proposal may be downloaded [here](#).

WHAT'S NEXT

The signed workload MOUs will go before the SDUSD School Board for ratification on Dec. 15. The Board will also consider SDEA's special education workload proposal at

that meeting. We anticipate that the District will have a response to the special education proposal at the next bargaining session.

The District has yet to respond to the complete settlement proposal SDEA submitted in September, and at Tuesday's bargaining session, indicated that the Board may be unwilling to do so until after considering the January budget. SDEA remains prepared to discuss the content of our September proposal when bargaining recommences on Jan. 14.

Upcoming bargaining sessions:

- Thursday, Jan. 14 — 9 a.m. – 1 p.m.
- Monday, Jan. 25 — 9 a.m. – 1 p.m.
- Thursday, Feb. 4 — 9 a.m. – Noon
- Thursday, Feb. 11 — Noon – 4 p.m.
- Wednesday, Feb. 24 — Noon – 5 p.m.
- Thursday, March 4 — Noon – 5 p.m.
- Tuesday, March 16 — 2 p.m. – 5 p.m.
- Thursday, March 25 — 2 p.m. – 5 p.m.