

SDEA Negotiations Update

February 18, 2010

OVERVIEW OF NEGOTIATIONS

Today the SDEA bargaining team presented a counter to the proposal that the District emailed to us after canceling the Feb. 11 bargaining session (click [here](#) to download the District's Feb. 11 proposal). The District's latest proposal represents significant movement away from their previous unacceptable proposal of an eight percent pay cut. The District's Feb. 11 proposal withdraws the eight percent pay cut, instead proposing six furlough days each for the next two years, accepting SDEA's proposed salary restoration schedule, and including many of SDEA's proposals such as protections for nursing and counseling staffing ratios. While the District's proposal is modeled after the language of SDEA's Feb. 4 settlement proposal, there are significant dilutions as well. To download a complete analysis of the similarities and differences between the two proposals, click [here](#).

The counter that the SDEA bargaining team presented today is a **fair settlement proposal**, balancing the fiscal realities of our state with the needs of students and those who educate them (click [here](#) to download SDEA's proposal). The major features include:

- No changes to the salary schedule during 2008-2009 and 2009-2010 school years.
- Four student-contact furlough days each in 2010-2011 and 2011-2012, equivalent to a 2.16% salary decrease each year for members on a 184-day contract.
- Reinstatement of all furlough days in 2012-2013, along with a compounded 6.11% salary increase by the end of the 2012-2013 school year.
- An agreement to bargain the following three benefits changed proposed by VEBA through the joint District-Association Health and Welfare Benefits Committee:
 - A dependent eligibility audit,
 - A \$100 monthly copayment for those who waive coverage through another employer in exchange for compensation of more than \$100 a month, and
 - The change to the dual-coverage provision as proposed by VEBA.
- Contingency language designed to preclude budgetary hijinks, guaranteeing that improvements to the District's fiscal circumstances (through better budgeting or unexpected incoming revenue) would cancel the furlough days or be applied to the salary schedule.
- Strong protections for educators who retire during one of the furlough years, designed to offset any adverse impact to retirees' CalSTRS benefits.
- Class size caps (effective fall 2010, a hard cap of 36 students at secondary levels; effective fall 2011, a cap of 25.5 or two above the funded Class Size Reduction level, whichever is lower, for K-3).
- Protections for nursing and counseling staffing levels – positions **must be staffed**, not simply funded with moneys that can be spent on other things.
- A five-year evaluation cycle for eligible members.
- Stronger protections for teachers who are forced to move due to Prop. S construction.
- The ability to use five rather than two accumulated sick days for personal business each year.
- Other non-monetary contract improvements.

WHAT'S NEXT: CANDLELIGHT VIGIL FOR A FAIR CONTRACT

After 20 long months of bargaining, we have a real window to achieve a fair settlement with the District — **but now is the time to keep the pressure on.** We know that the Board **saw us** and **heard us** on Tuesday, Feb. 9 when over 1,000 SDEA members and our community supporters rallied in the rain outside the Board meeting to ensure that the District do the right thing and accept SDEA's fair proposal.

On **Tuesday, Feb. 23** SDEA members will hold a candlelight vigil outside Education Center from 5:30-6:30 p.m. to encourage the Board to see the light. Click **here** to download the rally flyer. **Wear your red SDEA t-shirt and bring your family, friends and kids!**

Location: SDUSD Education Center – 4100 Normal Street

Upcoming bargaining sessions:

- 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.