

# SDEA Negotiations Update

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February 4, 2010

## OVERVIEW OF NEGOTIATIONS

On Thursday, Feb. 4 SDEA presented the SDUSD bargaining team with a counter proposal to the District's Jan. 19 proposal.

- **Download** the District's Jan. 19 proposal.
- **Download** SDEA's Feb. 4 counter proposal.

The District had proposed a three-year contract, effective July 2008, with an eight percent salary reduction effective September 2010. The District further proposed a plan for salary restoration that would occur in the distant future, with no contractual guarantees that repayment would actually occur. The SDEA bargaining team found the District's proposal utterly unacceptable, and launched a series of city-wide membership meetings during the week of Jan. 25 to seek input from SDEA members in the critical work of constructing a counter proposal.

The counter proposal SDEA presented to the District today represents the input we gathered from the SDEA members who participated in those meetings over the past week. Through those tough conversations, a clear direction emerged. Across the District, an overwhelming majority of those who participated authorize the bargaining team to craft a proposal including a temporary pay reduction to preserve class sizes and protect programs and services in our neighborhood schools. Accordingly, SDEA presented the District with a counter proposal extending through 2012-2013 including:

- No changes to the salary schedule during 2008-2009 and 2009-2010 school years.
- A prohibition on any layoffs that would take effect during the 2010-2011 school year.
- Three student-contact furlough days each in 2010-2011 and 2011-2012, roughly equivalent to a 1.6% salary decrease each year.
- Reinstatement of the furlough days in 2012-2013, along with salary increases bringing us well above current levels. Any improvements to the District's fiscal circumstances would cancel the furlough days or be applied to the salary schedule.
- Class size caps, protections for nursing and counseling staffing levels, a five-year evaluation cycle for eligible members, and other non-monetary contract improvements.

Click [here](#) to download a flyer containing a more detailed summary of the proposal.

## THE VOICES OF OUR MEMBERS

Prior to discussing the contents of our proposal, the SDEA members on the SDEA bargaining team shared their thoughts and feelings regarding the damage that the District did to their relationship with our members in proposing an unacceptable eight percent salary cut. Videos of those words members delivered to the District bargaining team may be viewed at our newly launched **YouTube** channel. The counter proposal was also accompanied by a cover letter summarizing not only the content of the proposal, but SDEA members' frustration toward and expectations of the District, as shared with us through the all-member meetings. Members may

**download** the letter, or watch a **video** of SDEA President Camille Zombro introducing and reading its contents, as delivered to the District bargaining team.

## **WHAT'S NEXT: RALLY FOR A FAIR CONTRACT**

SDEA members are making a commitment to protect our schools during these difficult times. Now it is the District's turn to step to the plate. SDEA members must support the bargaining team and demand that the School Board accept our fair and reasonable proposal, so that we can all get back to the critical work of teaching and learning. **On Tuesday, Feb. 9 at 4 p.m. SDEA is rallying outside the Education Center to make sure the Board hears our voices loud and clear.** 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.