

SDEA Negotiations Update

Updated January 21, 2010

THIS JUST IN

On Tuesday, Jan. 19 the District gave SDEA an updated proposal, replacing the blank lines in their Jan. 14 proposal (described below) with actual numbers. The District is proposing an eight percent decrease to the salary schedule for the 2010-2011 school year. Make no mistake: our leadership and bargaining team believe that the District's proposal is deeply flawed (and unacceptable in its present form). It is up to all of us to evaluate where we currently are, what options are before us, and the best way for our union to proceed with bargaining. Members should contact their Association Representatives to learn the date and time of their cluster's all-membership meeting next week, where we will collectively decide what a fair contract settlement looks like, and how we will fight for it **together**.

The District's new complete proposal may be downloaded **here**.

January 15, 2010

OVERVIEW OF NEGOTIATIONS

On Thursday, Jan. 14 the SDEA and District bargaining teams met to discuss a proposal submitted by the District the previous afternoon. This was the first full proposal from the District since July of 2009, and contained provisions dealing with benefits, class size, the transfer process and a variety of other elements. However, the primary emphasis of the proposal dealt with a proposed salary reduction. The bargaining team believes that in its present form, the District's proposal is unacceptable.

The District has proposed a three-year contract, effective July 2008, with a salary reduction of an unspecified amount for the 2010-2011 school year. (In place of a numerical percent, the proposal includes a blank line to be filled at a future date). The District further proposed a plan to restore the decrease in the salary schedule to present levels that would begin in the fall of 2013 and continue through the spring of 2016. As with the proposed decrease, the amount of the increase in each of those years was unspecified. Moreover, the proposal does not address salary in the 2011-2012 or 2012-2013 school years, which would be subject to the bargaining process for our next new contract. In addition to lacking specific numbers, the District's proposed salary restoration process lacks a firm guarantee that the schedule would indeed be increased in the agreed-upon manner, and is instead riddled with contingencies.

The District's full proposal may be downloaded by clicking **here**. SDEA will release the District's proposed decrease and increase percentages once we receive them; SDUSD Board President Richard Barrera indicated that Tuesday, Jan. 19 would be the likely date for those numbers to be sent to the Union.

WHAT'S NEXT

At the beginning of contract negotiations, the SDEA bargaining team pledged open communication throughout the bargaining process. The team remains committed to that promise of transparency, and **we will not move forward on responding to this proposal until we have heard from our members.**

SDEA is in the process of scheduling a series of full membership meetings throughout the District during the week of January 25. Our goal at these meetings will be to get a clear understanding of how the 8,000 members of SDEA want us to proceed. SDEA is aware of the harsh economic realities presently facing our District and our nation, and intend to seek more information from the District to better understand their proposal. But we also know that for the past three years, no matter what the stakes, SDEA members have been successful in uniting to protect what we know is best for our students, our families and our profession. We know that the easiest way to lose what is important to us is to accept that the worst is inevitable, to allow ourselves to become divided, and to sit on the sidelines waiting for someone else to fix our problems for us. We know that we **win** by remaining strong, by resisting attempts to divide us from each other and from our community, and by **engaging in powerful and collective actions together.**

SDEA will be communicating with Association Representatives about the District's proposal and the upcoming membership meetings at the Jan. 20 Representative Council. Please direct your questions regarding this proposal to your ARs, and plan now to attend a membership meeting where we will collectively decide what a fair contract settlement looks like, and how we will fight for it **together.**

Upcoming bargaining sessions:

- 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.