

# SDEA Negotiations Update

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January 26, 2010

## OVERVIEW OF NEGOTIATIONS

On Monday, Jan. 25 the SDEA and District bargaining teams met to discuss the District's Jan. 19 settlement proposal (click [here](#) to download the proposal). The District has proposed a three-year contract, effective July 2008, with an eight percent salary reduction for the 2010-2011 school year. The District further proposed a plan to restore the reduction with three compounding eight percent salary increases in the 2013-2014, 2014-2015 and 2015-2016 school years. 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.

The majority of the negotiation session was comprised of SDEA asking a series of questions to clarify the District's proposal. The responses from the District's bargaining team confirmed our belief that the proposal is ambiguous, problematic, and seeks grossly unwarranted concessions. By their own acknowledgement, the District's budget numbers continue to fluctuate. Furthermore, multiple portions of the proposed language are complex and vague to the point of impracticality.

## WHAT'S NEXT

SDEA is aware of the harsh economic realities presently facing our District and our nation — a reality which is being leveraged against educators at this crucial point in negotiations, both by the District and in public discourse. In the weeks ahead, SDEA members can expect to confront swirling rumors at their worksites, as well as conflicting numbers in the media running the gamut from the alarming to the absurd. The District will likely begin to ask members to verify their seniority dates, which many members will recall was a precursor to layoffs in 2008.

In the face of these anxiety-producing tactics, SDEA members must remain strong and united, and work to educate ourselves about the reality of our present situation. To that end, SDEA is holding a series of full membership meetings throughout the District this week. Our goal is to get a clear understanding of how the 8,000 members of SDEA want us to proceed. It is crucial that SDEA members attend these membership meetings, and continue to **engage in powerful and collective actions together**. In the coming months, SDEA will continue working to provide members with accurate information and advisories in as swift and transparent a manner as possible. Please maintain an open line of communication with your Association Representatives, 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:*

- 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.