

June 28, 2016

SDEA Makes Wage Proposal for 2016/17

SDUSD Not Prepared to Make a Proposal

The SDEA Bargaining Team met with the District's Bargaining Team for the 2016/17 Wage reopener on June 27, 2106. SDEA proposed the following to go in effect on July 1, 2016:

1. All salary schedules and rates increased by 5.75 %.
2. Supervision Session Service be paid at the non-classroom assignment rate (currently \$34.39 per hour).
3. Audiologist placements be on the Speech-Language Pathologist salary schedule (Appendix G).
4. Compaction of the salary schedule of Early Childhood Educators from 23 steps to 17 steps.

SDEA Bargaining Team's goal is to make member compensation competitive and comparable to similar districts within the county. Based on input from membership, comparisons of wages with surrounding districts, the SDEA Bargaining Team gave the following rationales for each proposal point.

Proposal	Fact
1. 5.75% increase across the board.	To remain competitive with other districts in the county/state in order to recruit and retain educators.
2. Supervision paid hourly.	The supervision payment is currently a flat rate. With some events taking several hours, the flat rate of compensation is a little more than minimum wage in certain instances.
3. Audiologists move to SLP salary schedule.	Audiologists must secure a doctorate in order to practice. Audiologists were not placed on the SLP schedule when originally bargained.
4. ECE salary schedule compact from 23 to 17 steps.	The ECE salary schedules have many spans of no wage increases with eventual step increases being minimal (as low as \$50). An ECE teacher could teach 5 years and see only a 1.5% salary increase over that span.

The District was not prepared to respond to our wage increase proposal - citing uncertainty regarding total student enrollment, charter school migration, and final budget adoption.

The District agreed that issues raised in our proposals 2, 3, and 4 merit concern, they wanted more time to confirm costs attached.

The next bargaining date will be July 14. Your SDEA Bargaining Team members are Kristin Brown, Ta Davies, Jared Enyart, Sara Jacobs Holerud, Greg Nunn, Dr. Donna Pilkington, Ron Reese, Patrick Schoettler, Mary Jane Zappia and SDEA Executive Director Tim Hill.