

# SDEA Negotiations Update

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November 13, 2009

## **OVERVIEW OF NEGOTIATIONS**

On Thursday, Nov. 5 the SDEA and District bargaining teams met to continue to negotiate Maintenance of Workload language. Prior to the bargaining session on Nov. 5, SDEA and the District reached a conceptual agreement on a Memorandum of Understanding (MOU) addressing Maintenance of Workload that is designed to be incorporated into Article Eight: Hours of Employment once the entire contract is settled. SDEA and the District are continuing to negotiate a second MOU that will address increases in unit member workload that have already occurred since the fall of 2008. SDEA is pursuing a remedy for five identified areas of increased workload based on feedback from site Association Representatives:

**Issue One:** Standards-based report cards (elementary only);

**Issue Two:** Benchmarks and other new assessments;

**Issue Three:** DataDirector;

**Issue Four:** Increases in IEP responsibilities due to changes in special education; and

**Issue Five:** Increases in co-planning responsibilities due to changes in special education.

On the morning of the bargaining session on Nov. 5, the District provided SDEA with a proposed MOU covering workload increases from the fall of 2008 to the present. SDEA responded with a counterproposal at the beginning of the bargaining session. After a series of negotiation and caucus discussions, the District countered with yet another proposal that afternoon. At the end of the bargaining session, SDEA informed the District that we would submit a new counterproposal prior to the School Board meeting on Tuesday, Nov. 10.

On Monday, Nov. 9 SDEA sent our counterproposal MOU to the District. Our MOU incorporated verbatim the language from the District's previous proposal regarding Issues One and Two. Our proposal included a rewrite of the District's proposal on Issue Three to clarify but not alter the content of their proposal. SDEA also included language reserving the right to continue to bargain remedies for Issues Four and Five.

The School Board failed to come to a final decision regarding SDEA's proposal at the Nov. 10 Board Meeting, and will reconsider the proposal at their meeting on Tuesday, Nov. 17.

## **MAINTENANCE OF WORKLOAD AND SPECIAL EDUCATION**

The District's attorney requested a cancellation of the bargaining meeting scheduled for Friday, Nov. 13 while the Board continues to analyze SDEA's proposal. The SDEA

bargaining team met on the afternoon of the 13<sup>th</sup>, and agreed to cancel the bargaining session. The SDEA bargaining team used the time to craft a new proposal that would address increases in workload associated with changes in special education (Issues Four and Five).

## **WHAT'S NEXT**

SDEA anticipates that the School Board will approve our Maintenance of Workload proposal at their meeting on Tuesday, Nov. 17, and is prepared to immediately move on to negotiating remedies for outstanding special education workload issues, as well as the complete settlement proposal SDEA provided to the District in September. There are no dates set for the next bargaining sessions at present, but we anticipated that bargaining will commence again after the District's Thanksgiving Break.