

SDEA Negotiations Update

November 23, 2009

After months of negotiations, SDEA and SDUSD have reached an agreement on Maintenance of Workload!

On Tuesday, Nov. 17, the SDUSD School Board met to consider SDEA's proposal on Member Workload submitted on Monday, Nov. 9. SDEA's proposal consisted of two interdependent Memoranda of Understanding (MOU), each addressing unit member workload. The first MOU addresses workload issues during the 2008-2009 school year, while the second Memorandum of Understanding addresses potential workload issues that may arise in the future, and is designed to be incorporated into Article 8: Hours of Employment once the entire contract is settled and ratified by membership.

On the evening of Nov. 17, the Board's attorney emailed a counter offer to us that included points of clarification on parts of the SDEA proposal, but maintained the essential elements and issues addressed within the SDEA proposal. The District's proposal was well received by the members of the SDEA Bargaining Team, and both parties have signed off on the two MOUs. [Click here to download the final agreement.](#) For more information about SDEA's Maintenance of Workload proposals, visit the [SDEA Bargaining Updates page](#).

While the workload agreement represents a major bargaining victory, the fact remains that our current collective bargaining agreement expired over a year ago, and we have a lot of work ahead of us to achieve a fair contract. SDEA anticipates that upcoming bargaining sessions will focus on remedies for outstanding special education workload issues, as well as the complete settlement proposal SDEA provided to the District in September. The SDEA and District bargaining teams have agreed to two dates for future bargaining sessions:

- Tuesday, Dec. 8, 2009
- Thursday, Jan. 14, 2010