

# SDEA Negotiations Update

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October 21, 2009

## **OVERVIEW OF THE SESSION**

On Tuesday, October 20 the District submitted a new proposal on Maintenance of Workload to the SDEA bargaining team. The District's proposal consisted of two interdependent Memoranda of Understanding (MOU), each addressing unit member workload. An MOU is a document that has the binding power of our contract, but is typically entered into during the term of a contract. The afternoon's bargaining discussion was brief but productive, focusing solely on the District's new proposal.

## **MAINTENANCE OF WORKLOAD**

The District's first proposed MOU addresses workload issues during the 2008-2009 school year, acknowledging the excessive workload demand placed on educators last year. That MOU was submitted in rough draft form, with specific workload issues and remedies remaining to be delineated. Excessive 2008-2009 workload issues identified in past bargaining discussions included but were not limited to standards-based report cards, new assessments, and the introduction of new technologies.

The District's 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. While the SDEA bargaining team had several suggestions for alterations to this MOU, the team is confident that both parties are moving closer to resolution on this crucial issue.

These MOUs are designed to be adopted simultaneously. Any agreed upon remedies for the 2008-2009 school year would be retroactively implemented, and any language pertaining to future workload issues would be effective immediately.

## **WHAT'S NEXT**

Both SDEA and the District expressed a desire to resolve unit member workload issues as soon as possible. SDEA will submit what we hope to be our final counterproposal on Maintenance of Workload to the District prior to the School Board meeting on Tuesday, Oct. 27 for their approval. Our counterproposal will be posted in the bargaining section of the SDEA website once it is submitted to the District. SDEA anticipates that subsequent bargaining sessions will be devoted to our full settlement proposal, which we submitted to the District in September.

### ***Upcoming bargaining sessions:***

- Thursday, Nov. 5 — 1 p.m. to 5 p.m.
- Friday, Nov. 13 — 1 p.m. to 5 p.m.