

# SDEA Negotiations Update

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October 5, 2009

## **OVERVIEW OF THE SESSION**

On Friday, October 2 the SDEA bargaining team met to discuss the counter-proposal regarding Maintenance of Workload (formerly titled Maintenance of Standards) submitted to us by the District that morning. A face-to-face bargaining session between SDEA and the District was jointly canceled, and our team spent the afternoon crafting what we hope to be our final proposal on Maintenance of Workload.

## **MAINTENANCE OF WORKLOAD**

SDEA's revised proposal retains much of our originally proposed contract language — language that is common and standard in unions across the country, and is designed to take into account workload implications of changes in the workplace. SDEA has been clear that a Maintenance of Workload provision would in no way prohibit the District from implementing new programs, initiatives or curricular reforms. Rather, the District would be required to consider and plan for the workload impact of those new reforms on the educators who would implement them.

In response to District concerns regarding some sort of litigative explosion subsequent to the adoption of this language, our proposal includes a discussion period between the District and the Union through which workload issues could be resolved prior to moving to the grievance process. Our proposal also includes a finite and limited period of time during which the Union could bring workload issues from the 2008-2009 school year to the attention of the District for discussion and resolution. We believe that our proposal adequately addresses all of the District's concerns as communicated to us, while still protecting educators from the relentless incursions of new duties onto our ability to actually teach kids.

## **WHAT'S NEXT**

SDEA is submitting our Maintenance of Workload proposal to the District's bargaining team today. The proposal is written as a Memorandum of Understanding that will go into effect as soon as it is signed. When our entire contract is settled, the language would then become a permanent part of Article 8: Hours of Employment. It is our expectation that the Board will review and approve our proposal at their meeting tomorrow, making good on their assertions that addressing workload issues in the District is not only important for employees, but in the best interest of students.

We expect that at our next bargaining meeting on October 20 the District will be prepared to discuss the full proposal we provided to them on September 18.

***Upcoming bargaining session:*** Tuesday, Oct. 20 — 11 a.m. to 5 p.m.