

Site Governance Team (SGT)

Know Your Rights!

Making Your SGT Work

What is an SGT and where does it come from?

Site Governance Teams (SGT) are required by our union contract in Article 24: Education Reform and Shared Decisionmaking. SGTs are avenues for building the union and increasing community decision-making at our schools. Decision-making is best when the process is closest to and includes all stakeholders. Stakeholders in each school community have the best information to design and implement effective strategies for teaching and learning.

Scope of authority of the SGT Includes*

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| ✓ Elimination of bargaining unit position(s) | ✓ Changes in the instructional program |
| ✓ Non-classroom supervision schedules | ✓ Changes in elementary prep time subject emphasis |
| ✓ Site budget | ✓ Contract independent study |
| ✓ Staff dress code | ✓ Site security/safety plan |
| ✓ Student discipline plan | ✓ Itinerant staffing assignments |
| ✓ Site start/end times | |

* SGTs can clarify and expand their scope of authority through their by-laws.

Composition of the SGT

- ✓ 50% SDEA members (including the AR, unless waived by 2/3 vote of SDEA members at site)
- ✓ 35% Parents/community
- ✓ 15% Other (including CSEA and one student at secondary) and Principal

SGT vs SSC

- ✓ SSC is required by CA Education Code
- ✓ SSC develops and approves the Single Plan for Student Achievement (SPSA)
- ✓ SSC by-laws must be reviewed annually vs every 2-4 years for SGT.

When does the SGT meet?

SGT meetings would count as one of the three monthly meetings that can occur outside the workday. The governance team, when appropriate, and except as limited by Article 8 (Work Hours), may use staff development days, modified days, and other non-student attendance time to meet. Site budgets, when not restricted by categorical restraints, may be used to support governance team activities.

What do I do if my site doesn't have an SGT or if our SGT is dominated by administration?

Work with your AR and site team to develop an organizing plan to establish or refocus your Site Governance Team. Shared decision-making is a contractual right. If SGT decisions are being disregarded or decisions that fall within the scope of authority are being made outside of the SGT, work with your AR to enforce your contractual rights.

Sources: SDEA contract, SDUSD 10/16/13 SGT/SSC presentation to DAC, SDUSD Shared Decision-Making Handbook.