

# RALLY FOR A FAIR CONTRACT

Tuesday, February 9<sup>th</sup>

San Diego Unified School District's history of wasteful spending, combined with the current economic crisis, puts the future of our students and our city at risk.

Teachers are now offering to take furlough days in order to keep our school district afloat. But SDEA members are calling on SDUSD to make an equal commitment to protecting San Diego's children by:

- Bringing San Diego teacher pay up from among the lowest in the county once the current economic crisis has passed
- Keeping class sizes low by not laying off teachers
- Preserving core student programs and services like nursing and counseling

## Now it's SDUSD's turn to step to the plate!

SDEA members demand that the school board accept our fair and reasonable offer so that we can all get back to the business of teaching and learning.

SDUSD EDUCATION CENTER - 4100 NORMAL STREET

TUESDAY, FEBRUARY 9<sup>TH</sup> – 4PM

*Wear your red SDEA t-shirt and bring your family, friends and kids!*

SAN DIEGO EDUCATION ASSOCIATION  
www.sdea.net  
(619) 283-4411



Over the nearly two years SDEA members have been at the bargaining table, we've held strong and stayed united in defense of our families, our classrooms and our profession. We understand that the financial challenges of our state and our district are real, and we are once again stepping to the plate to ensure public education in San Diego remains secure. We are doing our part, and SDUSD must do theirs by embracing fiscal responsibility, and accepting our fair and reasonable proposal so that we can all get back to the critical work of teaching and learning.

### **Proposal Summary:**

- Two contracts: The first covers years already completed (2008-10); the second covers the next three years (2010-13)
- Three student attendance furlough days each in 2010-11 and 2011-12
- Furlough days to be fully restored in 2012-13
- Guarantees that, should the District receive additional funding or if their budget gap is reduced, furlough days would be reduced or would no longer take place
- Restoration of lost income as a result of furloughs with increases to the salary schedule in the third year of the 2010-13 contract as follows:
  - Effective July 1, 2012 salary schedule increases by 1.5%
  - Effective January 1, 2013 salary schedule increases by 1.5%
  - Effective June 30, 2013 salary schedule increases by 3%
- Real protections for anyone who retires prior to salary restoration in 2012-13
- Any health insurance cost savings would be applied to salary schedule (minimal/no change to level of coverage or providers)
- Improved class size language for K-3 and secondary, and staffing protection for nurses and counselors
- Five-year Stull evaluation option
- Increase number of sick days that can be used for personal business from two to five days each year
- Letters of reprimand and suspensions would be subject to the grievance procedure
- Protections in the event your school is undergoing construction related to Prop. S

**To read the full proposal, please visit [www.sdea.net](http://www.sdea.net).**

***We must stand united to win a fair contract!***