

THE ADVOCATE

Rallies roll on as SDEA moves into impasse

After ten months of negotiating, the School Board and Superintendent Marten still aren't on board with the all of the *Fight for 5!* priorities. In fact, they do not agree with the need to invest in lower class size in grades 4 through 12 or ensuring competitive pay for educators. Because of the lack of progress we have seen in these key areas, San Diego educators believe we've reached an impasse with the District. The good news is

that educators aren't giving up on our schools. Together with parents we're standing strong in order to build up the quality of San Diego schools. Here's why:

1. **SDUSD's budget is the best it's been in years**, and we want to see that money invested in our classrooms—not on more central office administration.
2. **Class size matters** to the quality of our students' education.
3. **Competitive pay**

counts, but right now **San Diego teachers rank below median**. With a local, state and national **teacher shortage on the horizon**, we're standing up to make sure that SDUSD can attract and keep the best and brightest educators.

This edition of *The Advocate* focuses on what this means for our union, and what members can do to win a fair contract now. If we keep the pressure on, we **WILL** win a *Fight for 5!* contract!



Parents, educators and students at Language Academy (top), Monroe Clark MS (left) and McKinley Elementary (right) are just a few of the schools that joined our rolling rallies for the *Fight for 5!* in the past month. Since our rallies kicked off on Feb. 10, more than sixty schools have participated, with more happening every day. When parents learn about San Diego educators' campaign to rebuild our schools, they stand with us. The parents pictured at McKinley Elementary were so excited about the *FF5!* that they kept rallying for 15 minutes after the teachers had to report for school! See your site AR to learn how you can support our *FF5!* now that we've moved into impasse.



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Letters in Solidarity

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SDUSD offers 28 percent raise! Just not for San Diego's educators...

As we emerge from the recession and with the passage of Prop. 30, now is the time to rebuild our schools after years of devastating cuts. In order to settle a fair contract now, the SDUSD School Board and Superintendent Marten must make our schools and educators a budget priority.

Over the past few months we have heard a lot of lip service from the District. "We support the *Fight for 5*," and "Your priorities are our priorities," they say. Each one of those statements is quickly followed with a "but." "But, we don't have the money to do it" or "But, we are in a huge budget deficit."

The School Board and Superintendent's actions send a different message. As the Superintendent took office over a year and a half ago, some changes quickly began occurring at the central office. The previous Office of Teaching and Learning quickly became the Office of Leadership and Learning. That change sent a signal to our members that District "leadership" was more valued than "teaching."

The number of "chiefs" has steadily increased as well. With the increase in chiefs has come an increase in salary for this class of employees. These

chiefs include the position of Chief Innovation Officer which has seen a salary increase of more than 28% in the past two years. The position of Chief Student Services Officer has seen a salary increase of more than 22%. The position of Chief Financial Officer has seen a salary increase of more than 16% and the position of Chief Human Resources Officer has seen a salary increase of more than 13%.

By calling attention to these salaries, we are not trying to diminish the hard work of individuals in many positions in our district, but rather show that it is hypocritical and disrespectful to say these individuals deserve huge raises while at the same time saying times are so tough that educators in the classroom supporting students every day do not!

Now is the time for Superintendent Cindy Marten and our School Board to show the educators of San Diego Unified the RESPECT we deserve!

Together We ARE Stronger!

Lindsay Burningham
Lindsay Burningham
SDEA President

Michelle Sanchez
Michelle Sanchez
SDEA Vice President

Facts and figures: The FF5! by the numbers

As SDEA enters the impasse process, it is important to keep in mind key *Fight for 5!* points that all members can relate to parents, friends, family and community supporters. These include:

1. With the passage of Prop. 30 in 2012, schools across the state have finally reached pre-recession funding levels, with projections for even more money through the 2020-21 school year. SDUSD has received an additional \$105 million in state funds, and will receive another \$54 million or more next year. This is a 14.5 percent revenue increase.

2. SDUSD has only offered educators a 2 percent raise over the next two years, and is spending less on educators than five years ago. Several central office administrators have also seen pay increases as high as 28 percent. For example, the CFO went from a salary of \$169,000 in 2013 to \$202,000 this year!

3. SDEA educators' salaries remain below

median when compared to other similar districts in the state and county. At the same time, according to the California Commission on Teacher Credentialing, the number of enrollees in credential programs has dropped by 53 percent since 2008-09 and 74 percent since 2001-02.

4. With fewer educators entering the profession and more and more retirements each year, SDUSD will not be able to recruit and retain the best and brightest educators. This trend can already be felt through this year's substitute teacher shortage.

5. The District has a multi-year trend of underestimating revenue and overestimating expenditures, yet is still projecting to have an unrestricted ending balance of \$37 million above their required reserves at the end of this year. Realistic budget planning will enable the District to live up to their stated belief in the *Fight for 5!*

What does impasse mean? What next?

Q: What does it mean that SDEA declared impasse?

A: After ten months of bargaining with no settlement on wages or class size, SDEA’s bargaining team determined that we could make no further progress at the table right now. The District agreed, so now we have jointly declared an impasse. At any point in the impasse process, the union and the employer can return to the bargaining table and settle the contract. That’s why our continued organizing matters!

Q: Does impasse mean we are going on strike now?

A: No. But we are going to keep organizing to pressure the School Board and Superintendent Marten to settle a fair contract. In the meantime, we will go through the impasse process. The law requires that SDEA and SDUSD complete the impasse process before a strike is allowed. Our bargaining team’s goal remains the same: To get a fair contract settlement as soon as possible.

Q: What are the steps in the impasse process?

A: Impasse is a two step process: mediation, then fact-finding. At this point, the California Public Employment Relations Board (PERB) will assign us a mediator, a neutral third party who will try to help SDEA and SDUSD’s bargaining teams reach a settlement.

Q: What is the mediation timeline?

A: Mediation will probably begin in April. The number of mediation sessions and the timeline depend on how productive the meetings are. It depends on whether or not the mediator, the union and the employer all believe that more mediation could result in a settlement.

Q: What is fact-finding?

A: If the District doesn’t settle a fair contract with us by the end of the mediation process, either at the bargaining table or through mediation, the next step is fact-finding. In fact-finding, SDEA and

SDUSD both present our best arguments about financial factors that impact bargaining, including the District’s ability to pay, the comparability of our wages to other similar districts, and cost of living. A three-person panel hears these arguments. Both the union and the employer pick a panel member, and PERB assigns a neutral member. Based on the presentation of facts, the neutral member will issue a non-binding report. Either side can agree or disagree with the report.

Q: What is the timeline for fact-finding?

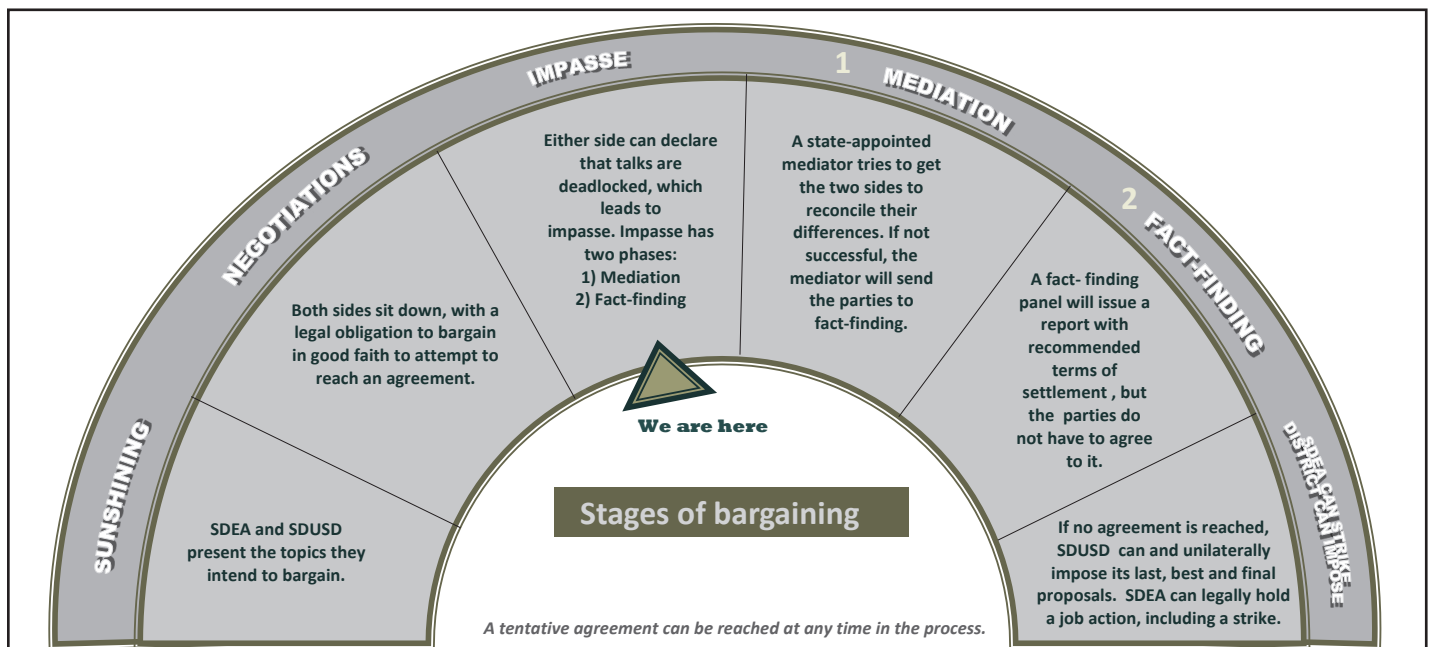
A: If we go to fact-finding, it will probably take place late this school year or over the summer. The report would most likely come out before the fall.

Q: What happens if the District still hasn’t settled a fair contract with us?

A: If the District doesn’t settle a fair contract with us by the end of fact-finding, SDUSD may impose a contract on us. SDEA members can either choose to accept what the District imposes, or choose to go on strike to win a more fair contract. *Our bargaining team’s goal is to win a fair contract before we come to this point.* The way we can all make this happen is by continuing to put increasing pressure on the School Board and Superintendent Marten. *Our pressure is working,* and we have reached tentative agreements on every one of our *Fight for 5!* bargaining priorities except for wages and class size. ***We can and will win a fair wage and class size settlement if we all keep the pressure on!***

Q: What can SDEA members do right now to win a fair contract?

A: Every member can support our *Fight for 5!* by rallying at the School Board meeting on **Tuesday, April 14** at 4 p.m. at 4100 Normal Street. Let parents know, too! If we continue to stand together, we can and WILL win a fair contract.





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¹ Source: Journal of American Medical Association



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