

## **SDEA Proposal to SDUSD**

**February 20, 2015**

### **Package Proposal**

The following is a package proposal contingent upon agreement to the complete proposal. SDEA proposes the following package proposal in an effort to move negotiations.

1. **Term of the agreement:** SDEA proposes a two-year term effective July 1, 2014 through June 30, 2016.
  - a. SDEA's last proposal Article 35 November 14, 2014
2. **Wages:** SDEA proposed a wage increase as follows, Article 7:
  - a. Effective July 1, 2014: 4%
  - b. Effective July 1, 2015: 4%
  - c. Modifications to the salary schedule columns and rules for column advancement- SDEA proposal Appendix A (Salary Rules 2.00) proposed on January 15, 2015
3. **Health Benefits:** SDEA's proposal Article 9 February 20, 2015
  - a. Fully paid medical benefits with plan choice as currently provided through VEBA
  - b. Retirement incentive during term as a premium payment to retirees towards a medical benefit plan.
4. **Class Size:** SDEA proposal Article 13 February 20, 2015
  - a. TK-3: 24 to 1 site average, no class above 27
  - b. Grades 4-5: 32 to 1 school site average, no class to exceed 35 for twenty workdays
  - c. Secondary class cap at 35 to 1
  - d. Music, business, non-academic average no more than forty pupils, excluding performance classes
  - e. Withdraw combination class proposal
  - f. Reduce counselor/nurse caseloads
  - g. Sites with a UDPC of 85% or higher be proportionately allocated one FTE per every 500 ADA
5. **Visiting Teachers** SDEA proposal Article 32 January 15, 2015 and Appendix D as proposed on December 8, 2014
6. **Hours:** SDEA proposal Article 8 February 20, 2015
  - a. Counselor, nurse, itinerants, and non-classroom to be provided adequate preparation time commensurate with their assignment(s).
  - b. TK-3 to receive a minimum of 45-60 minutes per week, 4-6 to receive a minimum of 55-60 minutes per week. Elementary Preparation Teachers solely assigned to providing preparation.
  - c. Seventy-five percent (75%) of all modified days for teacher directed preparation and planning. School sites by a 2/3 vote may utilize twenty-five percent (25%) for other uses such as PLCs, collaborative planning, etc.

- d. Payment for voluntary non-emergency coverage and emergency coverage at the additional classroom hourly rate.
7. **Evaluation:** SDEA proposal Article 14 February 20, 2015
  - a. Joint Committee to research and assess evaluation models based on purpose, supporting students, effective learning environments, understanding and organizing subject matter, planning, assessing student learning and development as a professional educator.
8. **Special Education:** SDEA proposal Article 29 February 2, 2015
9. SDEA withdraws its proposal for Article 33: Letters of Reprimand and Suspensions. *Status Quo*

SDEA's last proposal for Article 12: **Transfer Policies** on September 30, 2014, and **Appendixes B & D** as proposed on December 16, 2014 and remain as proposed and are included as part of the February 20, 2015 package proposal.

SDEA will continue negotiations around Early Childhood Education,

SDEA will continue negotiations around all Appendixes.

**Tentative Agreements** included:

- Article 10: Leave Policies
- Article 11: Safety Conditions
- Article 15: Grievance Procedure
- Article 34: Furlough Days