

Union Notes

SDEA Fact Checks the District's CFO

New SDUSD CFO, Stanley Dobbs, claims that the average SDUSD teacher earns \$92,000 in salary plus an additional \$20,000 in benefits.

Though San Diego Unified teachers deserve an average salary of \$92,000, this claim is FALSE. The reality is that Dobbs' bad math is roughly 18 percent above the top of the pay scale for teachers in this District, and that San Diego Unified teachers have consistently been among the lowest paid in San Diego County for years. Dobbs' claim on teacher pay, as well as his statements on health benefits and class size, are wrong and display an incredible level of disrespect toward SDEA members who work hard every day to educate San Diego's children.

Knowing that the CFO has salary and benefit information readily available, in addition to a copy of the contract's salary schedules which would quickly disprove his claim, it's hard to believe that this was a simple mistake. The new CFO should spend less time bashing hard-working teachers and more time helping the District prepare to restore the full school year and repay deferred pay restoration.

Here are some facts on teacher compensation in San Diego Unified, which Dobbs should feel free to use in the future:

- The average teacher earns \$65,901
- The cost of health coverage for the average teacher is \$10,111
- The combined total of \$76,656 for salary and benefits, means the new CFO overestimated the cost of the average teacher by MORE THAN 46 PERCENT
- More than two-thirds of San Diego Unified teachers have more than 10 years of classroom teaching experience
- More than half of San Diego Unified teachers have a bachelor's degree, a master's degree and an additional 90 units of post-secondary education

SDEA Wins on TWO Unfair Labor Practices in the Past Week!

In the past week, SDEA settled two of the Unfair Labor Practices charges we filed against the District, with big wins on both.

1. Charging New Fees for Beginning Teachers to Take BTSA

In the fall of 2011, the District began charging \$2,300 to \$3,000 a year to complete the BTSA program, which the District previously offered for free. This unilateral change broke the law, so SDEA demanded that the District:

- Stop charging the new fees
- Pay back all impacted members
- Not make any future changes to BTSA without participating in the required bargaining process

We were victorious on all three!

Impacted members will see two things happen:

- Members will stop having the fees deducted from their monthly paychecks starting this month
- Current participants and those who left the program last year will be paid back in full by the first instructional day of the 2013-2014 school year (totaling roughly \$450,000 in payouts to SDEA members)

The settlement impacts anyone who participated in the District's BTSA program in 2011-2012 or 2012-2013, and paid the District to participate. SDEA has requested a list of impacted employees. We have not received it yet. Members who believe they should be on that list should communicate with the District's Teacher Preparation and Induction Department at (858) 539-5332.

For more details, visit the [SDEA website](#).

2. Refusing to Give SDEA the Information We Need to Enforce the Contract

The law requires that when SDEA requests information that we need to protect members' rights, SDUSD has to give it to us in a complete and timely fashion. Instead, SDUSD has a habit of dragging their feet, or sometimes not giving it to us at all. SDEA demanded that the District provide outstanding requested information, and agree to a timeline for getting us information more quickly in the future.

We won both! And we also secured a better system for getting information about Post and Bid, with the goal of making it harder for administrators to hide vacant positions in the future.

Both of these victories come on the heels of roughly 100 SDEA members participating in accountability sessions with all five SDUSD School Board members. Members are educating the School Board about the District's Unfair Labor Practices, and holding them accountable for making sure the District staff honor our contract and the law. [Click here to unsubscribe](#)