

San Diego Education Association

Together We Are Stronger!

Union Notes

SDEA union representatives met for a full day on Friday for follow-up discussions around the June 2012 agreement. Representing SDEA were Lindsay Burningham, Gary Edmonds, Dave Erving, Bill Freeman, Ron Reese and Executive Director Tim Hill. The following topics were discussed:

Professional Development Day: One day of professional development will be afforded to SDEA unit members prior to June 30 in order to offset a furlough day. Schools sites and programs will schedule the PD on a non-workday, either an already scheduled furlough day or a Saturday. Participation will be voluntary and attendees will receive their pro-rata pay. Content will be focused on current topics such as common core standards or power schools. SDEA unit members choosing not to attend a PD day will not receive compensation.

Health Care Trust Fund: In the event there are layoffs in future years, a Health Care Trust Fund will be established by June 30 to provide short-term benefit coverage. SDEA and the District agreed on an administrator of the trust and will be working to develop the trust agreement. As a result of a past grievance and the June settlement, \$3 million will be set aside in the trust which will extend health benefits to laid-off unit members from July through September.

Retirement Incentive: A one-time retirement incentive of \$25,000 is available for up to 300 eligible unit members per year in 2011-12 and 2012-13. A total of 87 SDEA unit members were paid the incentive in 2011-12 and as of last week, 157 eligible unit members have submitted their intent to retire in 2012-13. SDEA advocated for expansion of the eligibility requirement and requested data from the District pertaining to actual retiree costs and potential savings. The District agreed to prepare a report and we will meet again on February 28 to review the data and analyze options to possibly expand the incentive. If eligibility is expanded, intent notification deadlines to retire will be modified. Currently, the deadline to give notice is March 1, 2013.

Budget Committee: A budget committee will be established to monitor salary restoration and mutually review statewide and local budget trends. Two meetings have been scheduled in March and May to coincide with District financial reporting requirements and the governor's May budget revision.

ECE Laid-Off Unit Members: According to district records, there are currently 31 early childhood education unit members still in laid-off status for 2012-13, down from 40 at the beginning of the year. SDEA pointed out that the District is entitled to receive an additional \$2.2 million in funding based on increased enrollment. The District responded that some sites do not have additional students to enroll while sites with a waitlist do not have available space. SDEA stated the importance of not losing \$2.2 million in additional funding and the need to promote the enrollment of students, which would allow the District to recall the remaining ECE educators.