

# Summary of the Tentative Agreement



## **Recalling Layoffs in K-12**

**Jobs for more than 1,372 teachers, nurses, counselors, and others in the K-12 program will be saved.** 1,090 SDEA members will receive recall notices by June 30, 2012. All others will be recalled by September 30, 2012. Those still awaiting recall at the start of the 2012-13 school year will have the right to maintain full pay by substituting.

## **Recalling Layoffs in Early Childhood Education**

**Early Childhood Education positions will be restored.** More than 110 early Childhood teachers will be recalled by June 30, 2012. The District will make a focused effort to recall more early childhood educators upon receipt of funding.

## **Healthcare Extension**

**All SDEA unit members who remain in lay off status after June 30 will receive healthcare benefits for up to three months.** A Healthcare Trust Fund for Laid-Off Unit Members will be created to provide extended benefits in this year and future years.

## **Non-classroom Educators**

**Nurses, counselors, psychologists, and other non-classroom educators will remain in our schools serving our children.** Our students will still have access to vital health and counseling services.

## **Class Size**

**Class sizes and programs can be restored to 2011-12 levels.** Because of recalls of laid-off educators, K-3 class sizes can remain at 24:1 and at 20:1 at 28 high poverty schools. Music, arts, IB, libraries and other programs can be staffed at current levels.

## **Early Retirement Incentive**

**Early Retirement Incentive will help save jobs and benefit veteran educators.** A one-time incentive of \$25,000 will be paid to eligible unit members retiring in 2012-13 or 2013-14. Even those members who submitted their notice of retirement prior to this Agreement are eligible for the incentive.

## **1% Raise to Top Step**

**A 1% raise to the top step of each salary schedule helps veteran educators.** If any November tax initiative passes and/or district revenue increases, the raise will be triggered to begin July 1, 2013. The 1% raise offsets the losses most veteran educators experience from furlough days.

## **Deferral of 7% Pay Restoration/Raise**

**The 7% pay restoration/raise will be deferred, but not cancelled.** As ADA or other revenues increase, the district must implement the raises immediately. If the Governor's tax initiative passes, raises will be implemented sooner, as early as January 2013.

## **Up to 2% Raise for All**

**If the November tax initiative passes, everyone gets a raise of up to 2% effective January 2013.** If any November tax initiative passes and/or district revenue increases, the raise is triggered. If the district hasn't received the revenue on-time, the raise is paid retroactively with a lump sum.

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## **Summary of the Tentative Agreement (continued)**

### **Furlough Days**

**SDEA unit members will take 5 furlough days in each of 2012-13 and 2013-14.** Furlough days would be restored under a predetermined formula based on increases in district revenues. Those assigned to Child Development Centers will take no more than 2 furlough days per year. Furlough days will be scheduled on instructional days (to the extent allowed by law).

### **Additional Furlough Days if Tax Initiatives Fail**

**SDEA unit members will take additional furlough should the November tax initiatives fail and district revenue declines.** Additional furlough days are based on a predetermined formula. The maximum number of additional furlough days is 14, which would only be taken if the tax initiatives fails and the Governor makes the maximum midyear cut. (Those assigned to Child Development Centers will take no more than 2 furlough days per year.) If unexpected revenue comes into the district, it will be used to restore furlough days. Furlough days will be scheduled on instructional days (to the extent allowed by law).

### **Capturing Funds**

**Revenue that comes into the district will come back to us.** Whether or not the tax initiatives pass, revenue that comes into the district is captured and diverted to restoring furlough days, implementing deferred raises, and further increasing the salary schedule.

### **Professional Development Day**

**Professional Development opportunity will offset pay loss from furlough days.** All unit members will be offered at least 1 day of professional development on a non-workday at pro rata pay. This professional development day can offset pay losses from furlough days.

### **Protecting the Contract**

**The union contract will be locked in through June 2014.** The current contract expires in 2013, which is anticipated to be the District's worst budget year. With this Tentative Agreement, our contract will be locked in past the worst budget times and through June 2014.