

Questions & Answers about the Tentative Agreement



Question	Answer
<p>Q1: Would this agreement make our wages comparable to other districts?</p>	<p>A: The tentative agreement would increase SDEA maximum educator pay from almost last in San Diego County (16th out of 17) to the median. This is an increase from \$87,177 to \$91,571. (See "How Does Our Pay Stack Up?" handout.) We could see even more gains in our comparable rankings after the 2016-17 wage reopener bargaining.</p>
<p>Q2: How does the wage reopener work?</p>	<p>A: The tentative agreement requires SDUSD and SDEA to come back to the table to bargain over wages for the 2016-17 school year. This bargaining can include <i>wages only</i>, not any other section of the contract, and can only include a wage <i>increase</i>, not a decrease. This means that we have the opportunity to improve our wages even more in 2016-17, while our healthcare and other core contractual rights stay locked up.</p>
<p>Q3: Is this agreement fair given the Prop. 30 money SDUSD is getting?</p>	<p>A: Yes, this tentative agreement ensures that SDUSD will spend a fair share of Prop. 30 funds on the classroom by lowering class size, increasing educator pay, and directing additional resources to our students. Prior to this year, the proportion of the District budget spent on SDEA members was shrinking. This tentative agreement reverses that trend!</p>
<p>Q4: When will the retro check be issued for the 1% raise for this year?</p>	<p>A: The tentative date is to have the retroactive checks issued by June 30, 2015. It cannot be any later than August 1, 2015.</p>
<p>Q5: Doesn't this agreement only benefit TK-3 elementary teachers in terms of class size?</p>	<p>A: This tentative agreement strengthens class size rights for TK-12 educators. In addition to lowering TK-3 class size to a 24:1 site average, class sizes for upper elementary grade teachers will be reduced from a maximum of 36 to 35 students in 2016. Additionally, improved elementary staffing allocation formulae will likely result in lowering current upper grade class size at most elementary schools even sooner.</p>
<p>Q6: What about class size for secondary schools?</p>	<p>A: This tentative agreement includes settlement of two union-wide grievances that impact secondary class size. The first addresses violations of the 36-student hard cap this year, with penalties even stronger than the union-wide secondary class size grievance settled two years ago. (See "Tentative Agreement Summary" for details.) The second requires SDUSD to follow the secondary staffing allocations for the 2015-16 school year and beyond, which will result in more teachers and likely lower class sizes at secondary schools.</p>

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<p>Q7: Do we still have the Stull evaluation, or do we have a whole new evaluation system now?</p>	<p>A: While the current evaluation model remains the default evaluation system in the contract, the tentative agreement includes a pilot program for a new evaluation model. The details of the pilot program will be developed by a joint SDEA-SDUSD committee prior to launching, but the tentative agreement already includes the basic ground rules and protections. Participation by schools sites will be <u>voluntary</u>. If members at a volunteer site do not want to participate in the pilot, they do not have to. Participation will be <u>no-risk</u>. If the outcome of your participation in the pilot evaluation is not positive, the evaluation <u>will not</u> be included in your file. After the pilot is implemented, SDEA will bargain over the new model before any long-term or permanent changes to our contractual evaluation rights can be made.</p>
<p>Q8: Who can vote to ratify the agreement?</p>	<p>A: All active SDEA members can vote. If you are not currently an active SDEA member and want to vote, you can sign up to become a member and vote in person at the SDEA office between 8 a.m. and 5 p.m. Monday through Friday during the voting window: May 15-21.</p>
<p>Q9: What happens if we vote no?</p>	<p>A: A no vote means you are <u>willing to go on strike to possibly secure a better deal</u>. While SDEA and SDUSD could return to the table for more bargaining if the contract is not ratified, SDUSD is not obligated to do so, because they have already met their obligation to bargain in good faith with us to reach a fair settlement. If they refuse to come back to the table, SDEA's only recourse would be to accept their last, best, final offer, or to strike. There is no guarantee a strike would result in SDUSD coming back to the table, or result in a contract with better terms. A strike <i>would</i> guarantee a loss of wages (roughly a half-percent of your annual salary for each day of the strike) and a loss of service credit towards retirement for the duration of the strike.</p>

Read the full text of the Tentative Agreement on the SDEA website: www.sdea.net