

Tentative Agreement Summary



Term of the Contract	July 1, 2014—June 30, 2017
FIGHT FOR 5! Pay & Benefits to Attract & Keep the Best & Brightest	<p>Pay increases that will bring SDEA members up from the bottom to median pay in the county, plus the right to bargain for another pay increase in 2016. We won a 1% raise effective July 1, 2014 (paid retroactively), 4% raise effective July 1, 2015, and in 2016, SDEA and SDUSD will bargain for additional raises. That puts SDEA member pay at or above median in 5 out of 6 pay benchmarks. Also in 2016, it will become easier to move up columns on the pay scale.</p> <p>Fully-paid family healthcare is locked-in through June 2017.</p>
FIGHT FOR 5! Lower Class Size	<p>Lower elementary class size limits that are easier to enforce. TK– 3 will be reduced to a site average of 24 students per class. In 2016 the cap on upper grade class size will be reduced to 35 students for no more than 30 days (down from 36).</p> <p>More certificated staff at high-needs* elementary and middle schools. About 54 schools are guaranteed 1 extra certificated staff member. The Site Governance Team (SGT) gets to decide whether the extra educator will be used to lower class size or give other student support, such as counseling, nursing, or other direct student service.</p> <p>More teachers at high-needs* elementary schools to lower class size. Of those 54 schools mentioned above, about 34 elementary schools will be allocated TK—3 teachers at a lower ratio of 22:1 (rather than 24:1).</p> <p><i>* 90% or more of students are ELLs, foster kids, or receive free/reduced lunch</i></p>
FIGHT FOR 5! More Nurses, Counselors, & Special Ed. Support	<p>Additional nursing for sites based on student needs. Schools with more students with greater medical needs will get additional nursing help.</p> <p>More counselors for secondary schools. Schools allocated some part of a counselor will be rounded up to the nearest half or whole. (Ex.: 3.1 FTE counselors → 3.5; 4.6 FTE → 5.0) Plus, SDUSD will hire 16 additional counselors to assist in meeting a-g requirements.</p> <p>More support for general education teachers who support students with IEPs. General ed. teachers who have a class with more than 20% of students with IEPs will have the right to develop a teacher support plan.</p> <p>Is the special ed. system working? SDUSD must hire an outside agency to study whether current special ed. delivery models are working. SDEA can bargain over the findings of the study.</p> <p>More controls on caseloads for special educators. Locked in a definition of Resource Specialist to prevent SDUSD from changing Education Specialists to Resource Specialists just to increase caseload. Plus, Resource Specialist caseloads will be reduced from 28 to 24.</p>
FIGHT FOR 5! More Elementary Preparation Time	<p>Increase in preparation time for upper grades. Teachers in grades 4-6 are guaranteed an increase in weekly preparation time from 45 minutes a week to 55.</p>
FIGHT FOR 5! Protect Our Planning Time So We Can Do Our Best Teaching	<p>Fought back SDUSD’s attempts to take away elementary modified day prep time! 75% of modified days will still be set aside for planning. The only exception is if members vote by secret ballot to use 1 of those days per month for other purposes.</p> <p>More pay for using prep time to cover classes. Pay for emergency class coverage will be after 1 hour (down from 3 hours). If you voluntarily cover classes for a PD or PLC, you’ll now get paid for it.</p> <p>Planning time rights for non-classroom educators. Counselors, nurses, and other non-classroom educators will have the right to planning time that is equitable to teachers at their site.</p>

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Retirement Healthcare Incentive	<p>Reimbursement for retiree healthcare premium means fully-paid individual healthcare. If you retire at the end of the 2014-15 school year, are 55 or older, and have 17+ years of service (and meet other basic eligibility criteria), you will receive up to \$5,000 a year toward the cost of healthcare premiums for 5 years. This is in addition to current benefit of \$340 a month. That means you can enjoy fully-paid healthcare for yourself (at current premium rates), or <i>almost</i> fully-paid healthcare for yourself and 1 dependent. (This incentive requires the participation of 125 eligible members.)</p>
Resolve Visiting Teacher Shortage	<p>Resolve Visiting Teacher shortage with more competitive pay. A new Established Visiting Teacher classification will be created with a higher rate of pay. Eligibility is based on days of service, so encourages Visiting Teachers to substitute more in SDUSD. Plus, higher pay rates for all Visiting Teachers, nurses, counselors, speech-language pathologists, and psychologists.</p> <p>Visiting Teachers can now use sick leave. Long-term Visiting Teachers can use accrued paid sick leave. Day-to-Day Visiting Teachers who work more than 30 days a year will earn 1 hour of sick leave for every 30 hours worked, and can use after 90 days of employment.</p>
Better Safety & Student Discipline Protections	<p>Better hot weather procedures. SDEA members will jointly develop SDUSD’s hot weather procedures. In addition, administrators can no longer unreasonably withhold agreement to relocate your class during hot weather.</p> <p>More accountability in student discipline. The SGT already has the right to develop a site student discipline plan with rights and responsibilities for members and administration. Now the administration must give the plan to members within 10 workdays of the start of the work year.</p>
Better Post & Bid Process	<p>A quicker, more streamlined Post and Bid. Only 1 post per year each May 10. Bidders now have the right to be immediately notified in writing of whether they got the position. Plus, HR will notify bidders who will be transferred by June 30.</p>
More Leave for Family Time	<p>Fathers, spouses, and partners can use twice as much sick leave for birth/adoption of a child. Fathers, spouses, and partners (formerly just fathers) can now use up to 18 days of sick leave for the birth or adoption of a child (previously 9 days).</p> <p>More Personal Necessity Leave to take care of yourself and family. Members can now use up to 5 days (previously 3 days) of sick leave for personal and family responsibilities.</p>
Resolution of Secondary Class Size Grievance	<p>More teachers will get more money for secondary class size violations in 2014-15. If any of your academic periods exceeded 36 students (for even one day) after September 30, 2014 (previously October 31) for first semester, you will be compensated. If any second semester periods exceeded 36 students after February 5, 2015 (or March 11 for year-round schools), you will be compensated. If you had one period over, you will receive a \$400 stipend per semester. If you had more than one period over, you will receive \$1000 per semester. If any one period had 40 or more students (even for one day), you will receive an additional \$1000 stipend per semester. (If you’ve already been compensated as part of an earlier grievance settlement at your school, you will get the difference, if there is any.)</p>
Performance Evaluation	<p>Expanded rights to extended evaluation cycle. An extended evaluation cycle of up to 5 years can no longer be denied to eligible members for arbitrary or capricious reasons. (Previously, it could be denied for any reason.)</p> <p>A new evaluation model focused on teaching and learning — not test scores. A joint SDEA-SDUSD committee will research and make recommendations on a new evaluation model. It will not be tied to test scores. Participation in the piloting of the evaluation is voluntarily. SDEA will bargain over recommendations following the research and pilot phase.</p>