SDEA BARGAINING UPDATE: Wage Reopener 2016/17 **May 2016**

Our Wage reopener section of the contract (Section 7.1.3) states, "After approval of the 2016/17 state budget, the parties will reopen negotiations on this article, wages. Negotiations shall commence no later than ten (10) days after the adoption of the state budget The reopener shall be for the purposes of negotiating increases to wages." By law the state budget must be adopted by June 15 of each year.

The SDEA Bargaining Team will be notifying the Board of Education and address the trustees during the public comment portion beginning at 5 p.m. on Tuesday, June 14, 2016 of the unions intent to start bargain. Each of our unions' school sites/ programs should have a "representative" present at the school board meeting to show unity and support to achieve a fair and timely wage increase!

Additional input opportunities will be provided for members at the following locations and times:

May 24, 2016		**Lincoln High School**
NEW	Session I	3:30- 4:30
	Session II	4:30- 5:30
May 24, 2016		**University City High School**
	Session I	4:30- 5:30
May 25, 2016		**SDEA Office**
NEW	Session I	3:30-4:30
	Session II	4:30- 5:30

SDEA Bargaining Team Members

Ron Reese: Henry HS; Kristin Brown: Silvergate Elem.; Jared Enyart: Mission Bay HS; Sara Jacobs: Baker Elem.; Ta Davies: Euclid CDC; Donna Pilkington; San Diego Met.; Greg Nunn: Psych. Scripps Ranch HS; Mary Jane Zappia; SLP Wilson MS.

Wage Reopener Survey Results — May 2016

Option	Votes / %
1. Across-the-board pay raise for all members	137,230 / 72%
2. Increase the stipends for counselors, special education teachers and specified programs	9,631 /5.1%
3. Make it easier for all members to move across the salary schedule columns	9,570 /5.1%
4. OTHER – (If you have other suggestions, type them in the comment box below. Don't forget to allocate points to this option). See list below.	8,912 /4.7%
5. Increase pay for hourly service outside the work day	5,841 /3.1%
6. Increase salary schedule credit for National Board Certification or holding a doctorate	4,737 /2.5%
7. Increase pay for secondary members who serve as an advisor for school activities	4,227 /2.3%
8. Compact the Early Childhood Educator salary schedule so ECE teachers reach the top fast	3,386/ 1.8%
9. Increase summer school/intersession pay	2,543 /1.3%
10. Create an hourly rate of pay for one-time event supervision outside the work day for all members	2,469 / 1.3%

Member Participation in Survey **1,918**

Survey Response # 4 Other: Breakdown

Issue	Votes	$ Allocated
Separate Speech Language Pathologists salary schedule	39	3,174
Increase for Stipends/Extra Duties	35	1,205
Improve Visiting Teacher wages	14	870
Add a Longevity bonus/Increase to last step	20	750
Separate Nurse salary schedule	10	645
Across-the-board wage increase	10	399
Easier to advance across columns	7	323
Add salary schedule steps	5	270
BCLAD Stipend	7	230
Improve Early Childhood Education salary schedule	5	205
Separate Audiologist salary schedule	3	205
Higher pay for elementary teachers	2	150
Separate Special Education salary schedule	8	101
Stipend for Hard to staff school assignments	2	101
Separate Math/Science salary schedule	3	50
Higher entry pay	2	50
Separate Counselor salary schedule	1	40
Professional Development/workshop pay increase	4	20
Additional Columns	3	20
Total Votes:	**180**	**8808**