



# OUR SDEA UNION VOICE

**Highlights of 2019 Reopener Bargaining Tentative Agreement**  
*SDEA Members Vote July 8 – 19, 2019*

# What was on the table in reopener bargaining?

In May 2018, SDEA members voted to ratify a new union contract. The contract term is in effect through June 30, 2020. The contract called for mid-term "reopener bargaining."

**Reopener bargaining is different.** Usually when we bargain as a union, we bargain for a *whole new-and-improved union contract* that covers all aspects of our pay, benefits, and working conditions. But reopener bargaining is limited to certain subjects, while the rest of the contract remains closed.

**Reopener bargaining was limited to 3 areas:**

1. Pay
2. Mild/Moderate Special Ed. Staffing
3. Safety issues

**Here's what we fought for & won in the 3 areas of reopener bargaining...**



Bell Middle School



# SDEA members won 3.7% pay raise + \$2500 longevity stipend after 22 years!

## 3.7% raise effective Jan. 1, 2020

- Greater percentage than 3.26% state COLA (cost-of-living adjustment) means higher long-term earnings
- Top of teacher [pay scale](#) hits \$100,771 in 2019-20

## \$2500 longevity stipend after 22 years, starting 2020-21

- Annual longevity stipend paid each year after 22 years starting in 2020-21
- \$2500 longevity stipend takes top of teacher [pay scale](#) to \$103,271 in 2020-21



SDEA Bargaining Team



# How does our pay stack up?

Top of the pay scale among large, urban districts

## **SDEA Members**

**\$100,771**

17 years

BA + 90 *or* MA + 84

184 days/year

## **Sacramento**

**\$100,975**

26 years

BA + 90 w/ MA *or*  
BA + 103

181 days/year

## **Oakland**

**\$86,235**

31 years

BA + 90

186 days/year

## **Los Angeles**

**\$90,094**

10 years

BA + 98

182 days/year

# **SDEA members won increased mild/moderate special ed. staffing & lower caseloads!**

## **Starting in 2020 – 21: hard cap on caseload**

- Hard caseload cap of 20 for Mild/Moderate Ed. Specialist – no more “attempt to maintain”!
- If over, automatic extra staffing allocation
- First and only teachers union in California with a hard cap of 20!

## **2019 – 20 transition year: one job title, more staff + penalty payments**

- One job title– no more Resource Specialists!
- SDUSD must hire 26+ more Mild/Moderate Ed. Specialists
- 20:1 Mild/Moderate Ed. Specialist staffing allocation
- If over, built-in penalty payments and extra staffing allocation



# SDEA members won safer & cleaner classrooms!

## Safer classrooms & schools

- Active shooter training at every school site by Dec. 31, 2019
- All external gate keys plus keys to/from workspaces must be provided
- Phone in every classroom and walkie-talkie for each person protected by SDEA contract
- Emergency alert system at each school by Dec. 31, 2019

## Cleaner classrooms & schools

- Must resolve maintenance & custodial requests within 15 workdays
- If more than 15 workdays, plan of action with completion dates

## Student behavior support

- Must be notified of any student with documented violent behavior
- If an expulsion recommendation is overturned, District administrator must meet with staff to determine necessary support before student returns



# How can I learn more about the Tentative Agreement?

## Read a little bit more

- Check out the three-page summary of the Tentative Agreement at [sdea.net](https://sdea.net)

## Read a lot more

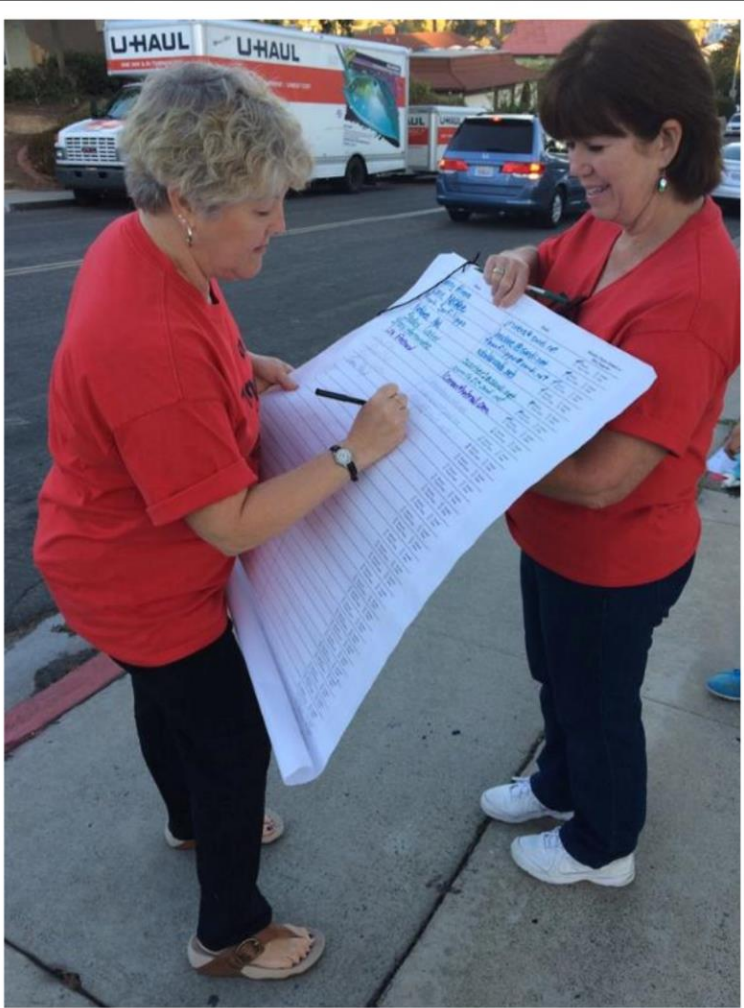
- Read the entire three-part Tentative Agreement at [sdea.net](https://sdea.net)

## Attend a union meeting

- June 24 at 4PM
- June 27 at 10AM & 4PM
- All meetings are at the SDEA building (10393 San Diego Mission Rd.)



# Now it's time for SDEA members to vote!



**Because SDEA is a democratic union, members must vote** on whether this Tentative Agreement will be implemented, or if the bargaining teams should return to the table.

**Voting is limited to those who choose to be SDEA members.** All San Diego Unified educators receive the benefits and protections of the SDEA union contract. However, in order to vote on a contract, you must be a member. If you haven't yet signed the [SDEA Membership Commitment](#) to join, you can do that now so you can vote.

**The voting window is July 8 – 19, 2019.**

**Voting will take place online and at the SDEA building.**

When voting opens, you'll receive an email at your personal email address on file with SDEA with a link to vote securely. If you do not receive the email, or if you prefer, you can vote in person at the SDEA building.



# What's next for SDEA members?

**If the Tentative Agreement is approved,** improvements in pay, mild/moderate special ed. staffing, and safety conditions will go into effect.

**If the Tentative Agreement is not approved,** the bargaining teams will go back to the table. **No improvements will go into effect** unless and until an agreement is reached. SDEA members must take action to pressure SDUSD decision-makers to reach a better deal.



**SDEA members bargain for a new union contract next year.** Our current union contract is in effect until June 30, 2020. If the Tentative Agreement is approved, it will amend our current contract. Bargaining for a new union contract – which includes all aspects of pay, benefits, and our working conditions – begins in fall 2019.

SDEA members  
protest education  
funding cuts



**SDEA members bargain because we are a union!**

**We do better for ourselves, our students, and our schools when we stand together!**