

Questions & Answers

About the Tentative Agreement

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

Question	Answer
Q1: Why was this necessary?	A: 1,522 educators are laid-off while furlough days are scheduled to be eliminated and 7% of pay is to be restored/raised. Coupled with continued funding cuts from the state, a perfect storm occurred. In addition, our current contract was scheduled to expire in 2013 during the District's worst projected budget year.
Q2: What will happen without an agreement?	A: Without an agreement, approximately 1,000 educators would likely remain laid off at the start of the 2012-2013 school year. In addition, our contract was scheduled to expire in July 2013. Extending the contract for another year protects hard won items such as fully-paid health care and limits on work load.
Q3: How many jobs would be saved by the Tentative Agreement?	A: More than 1,482 jobs are saved with this agreement which represents all K-12 educators who received final layoff notices. The District will recall 1,090 before June 30, 2012 and the remaining will be recalled by September 30, 2012. The agreement includes the recall of more than 110 Early Childhood Educators.
Q4: What happens if the November Tax Initiatives pass?	A: Should one or both of the November tax measures pass, there would be a maximum of five furlough days, keeping the school year at its current length for 2012-2013 and 2013-2014. The agreement contains specific provisions for the restoration of raises and furloughs based on increases in District revenue.
Q5: What happens if the Initiatives fail?	A: If the November tax measures fail and District revenues decline, there is a provision for additional furlough days calculated on specific losses in District revenue up to a maximum of 14 days. While the maximum number of additional furlough days is 14, all of these would only be taken only if the initiatives fail and the Governor makes the maximum midyear cut. A lesser cut means lesser furlough days.
Q6: Why did SDEA agree to add up to 14 more furlough days?	A: The governor and legislature put a "trigger" in the state budget that could take away up to \$441 per student (\$47.4 million total for SDUSD) if the tax initiative fails. This possibility was addressed by adding a corresponding number of furlough days based on decreased funding. The number of furlough days will be directly proportional to any funding cut the District receives. This provision assures members that furlough days will only occur up to the amount specified in the agreement.

Question	Answer
Q7: Do we have a way of getting back our lost salary restoration/raise?	A: Yes. The salary restorations/raises were deferred and will be paid back as revenues increase, even if the tax initiative fails.
Q8: How do we stop having furlough days and regain our salary placement?	A: As revenues increase, especially if the tax initiative passes, the furlough days will be removed and educators will regain their full salary. Further, unanticipated revenues, such as savings from the retirement incentive, will be used to restore furlough days.
Q9: Why does the tentative agreement add a 1 percent increase to the top steps on each column of the salary schedule?	A: The most experienced educators don't have the opportunity for step increases. The 1 percent increase offsets furlough days for those without step advancement.
Q10: How does the agreement affect classrooms and educational programs?	A: Class sizes can remain at current levels and programs in arts, music, IB, language and others will be saved. K-3 class sizes can remain at 1:24 and 1:20 in high poverty schools and class sizes at other levels will be unchanged.
Q11: Why are there professional development days in the tentative agreement?	A: These professional development days are to be scheduled on non-workdays with pro rata compensation as a way to off-set the lost pay from furlough days. Funding for these days comes from restricted funds that cannot be used as regular salary.
Q12: How will the Early Retirement Program work and how does that help the District?	A: The District will provide a \$25,000 retirement incentive to the first 300 eligible employees who meet criteria laid out in the agreement. This incentive will benefit the District through reduced salary costs and possibly allow for staffing reductions in positions that might not need to be refilled.
Q13: What are the eligibility requirements for the early retirement incentive?	A: A member must be 55 or older and have at least 25 years of service in the SDEA bargaining unit to be eligible. Notice of intent to retire must be submitted to the District by August 1, 2012 for retirement before the start of the 2012-13 school year, or by March 1, 2013 for retirement before June 30, 2013. Even members who already submitted notice to the District are eligible for the incentive.
Q14: What are the extended health benefits and why is that in this agreement?	A: Any member awaiting recall after June 30 will be eligible for 3 months of extended health insurance benefits. SDEA agreed to settle a pending grievance with cost implications that will allow for the establishment of health care trust fund. The District will set aside \$1.5 million for each of the next two fiscal years which will then be used for extended health benefits for any future layoffs.
Q15: Can SDEA members help to make sure the tax initiatives for education pass?	A: Absolutely! San Diego is a battleground for the tax initiatives for education. Our District could also be dramatically impacted should the initiative fail. In the fall SDEA members will mount an organizing campaign to reach out to parents to urge them to vote YES on the Governor's tax initiative. Voting YES can keep our school year intact.