



Sweetwater Education Association

Protecting the Promise of Education for All

Bargaining Team

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Bargaining Update #9 District Presents its Last, Best and Final Offer

The SEA Bargaining Team met with the District bargaining team for the eighth time today.

(Prior Bargaining Dates: 5/23, 7/19, 7/22, 8/26, 10/7, 10/14, 10/30, 11/12)

SEA continues to prioritize safe classroom sizes for our students. We reminded the District that large class sizes lead to dangerous situations in regards to student supervision. We reminded the District that our current contract language around staffing ratio is at 28:1 (1 teacher for every 28 students at a site), after our Memorandum of Understanding (MOU) that saved the District between \$9 and 11 million a year for four years expires on June 30, 2014. **In addition to proposing a staffing ratio of 31:1, the District requested an increase of student contacts from 176 to 187.** The possible effect of 187 total student contacts could only mean a staffing ratio of 34:1 by our calculations.

The Bargaining Team feels strongly that they offered the best possible proposal to the District; one that helps protect students and fairly compensates teachers.

SEA's Bargaining Team has proposed the following:

- Current contract language on staffing ratio (28:1)
- Maintains current contract language on health benefits (68% of the Kaiser 10/10 Family Plan w/ Safeguard, Vision and Life)
- A one year proposal
- Teachers who have been required by the District or the State to get additional credentials/ authorizations (i.e. Autism and Health) be reimbursed
- A modest wage increase of 3% in light of the new monies from the Local Control Funding Formula (after seven years with no wage increases, high class sizes, and furlough days)
- SEA continues to request adult school salary changes

The District's last proposal includes:

- No movement on adult school salary schedule changes
- An increase staffing ratio to 31:1, and increase student contacts to 187
- Denial of requests for credential/authorization expense reimbursement
- A hard cap of \$12,068 for benefits instead of the current 68% of the family rate for Kaiser 10/10, Safeguard, Vision and Life.
- A wage increase of 1.56% effective January 1, 2014; 1.8% effective July 1, 2014, and 2.2% effective July 1, 2015
- The District wants a 3 year contract that is not retroactive.

The District claimed this was their Last, Best and Final offer. SEA countered with a proposal with some of the points highlighted above. We reminded them of all the movement we have made and requested that they move as well. **We are still hopeful that the District will bargain in good faith, but there are no further bargaining dates scheduled at this point.**