

2018-2019 Tentative Agreement (TA) to SEA CONTRACT in effect 2018-2019 as Proposed by SEA Bargaining Team Members to the SEA Membership in General

<p style="text-align: center;"><b>Pro</b> A Vote For Ratifying the TA</p>	<p style="text-align: center;"><b>Con</b> A Vote Against Ratifying the TA</p>
<ul style="list-style-type: none"> <li>● There is a \$1000 Health benefits increase to costs offset contingent upon budget that benefits most SEA members.</li> <li>● The Supplemental Early Retirement Plan (SERP) agreed upon in bargaining is an equitable incentive to those SEA 7-12 members who decide to or need to retire in December 2018 through June 2019. The TA between SEA and SUHSD will postpone any Reduction in Force (RIF) Notices for the 2018-2019 year that would affect the 2019-2020 school year. This affects Year 1 and Year 2 Probationary teachers as they will be given an opportunity to complete employment requirements for permanent status.</li> <li>● Adult school language has been codified to delineate a permanent employee pathway.</li> <li>● The TA also has minimal financial effect on SEA member's salaries as it agrees to only two furlough days as opposed to more furlough days taken by other SUHSD employees during this unprecedented financial crisis. In agreeing to take a one-time reduction in salary, SEA members are working in the spirit of unity against adversity alongside other bargaining unit members to collaboratively address SUHSD financial shortfalls.</li> </ul>	<ul style="list-style-type: none"> <li>● The TA doesn't adequately address the long-term issue of rising cost of health benefits. The 1% off-schedule doesn't benefit all members as the 1% will not be applied to singles who have health benefits with the district.</li> <li>● There is no bargained cost of living increase for the next three years.</li> <li>● The Supplemental Early Retirement Plan (SERP) agreed upon in bargaining is less advantageous to those SEA 7-12 members who decide to or need to work through June 2019. The TA between SEA and SUHSD does not adequately and equitably protect <i>all</i> SEA Members for the 2018-2019 year.</li> <li>● The Adult School SEA Members and the Adult School Programs for Spring 2019 and 2019-2020 school year are negatively impacted by the budget and need more protection than what has been bargained thus far.</li> <li>● The TA also has an undesirable financial effect on SEA member's salaries as it agrees to two furlough days resulting in a loss of 1.08% in wages. SUHSD Management knew since 2015 that the SUHSD budgets approved since 2015 would result in financial crisis but did nothing to curb spending at the administrative level. SEA members are now being pressured to sacrifice income to bail out poor financial decisions made by management.</li> </ul>