

## **Bargaining Team Update #3 May 2, 2019**

Today the Bargaining Team members John Cox, Robert Farrell, Tere Harris, Dalisay Quitlen, and Julie Walker (Chair) met with the District Bargaining Team to discuss Article 6 - Calendar & Work Year, Article 16 - Faculty Advisory Committee, Article 24 - Negotiation Procedures, and Article 36 - Wages.

**This is a summary of the articles discussed during today's bargaining session. NO agreement has been reached.**

### **Article 6 CALENDAR & WORK YEAR**

The District proposed to the Sweetwater Education Association (SEA) that for the 2019-20 school year, SEA take two furlough days (7/17/19 and 1/13/20) via Memorandum of Understanding (MOU).

### **Article 16 FACULTY ADVISORY COMMITTEE (FAC)**

SEA proposed to the District language that would add School Culture and Facilities to the list of topics to be addressed by the FAC. In addition, SEA proposed language to strengthen the appeals process regarding teaching assignments and the master schedule.

### **Article 24 NEGOTIATION PROCEDURES**

SEA proposed to the District that the initial proposal be moved back to the last School Board meeting in March of the year in which the agreement expires.

### **Article 36 WAGES**

SEA proposed to the District that all Career Technical Education (CTE) teachers will have their semester pay divided into monthly paychecks.

The Site Representative Council on 4/23/19 proposed the following questions for the District's Bargaining Team. Following each question is the summary of the District's response:

#### **How many administrators were laid off? What was the savings?**

It is unknown how many APs will be laid off; the District did not provide information to SEA. Central office management will be cut by \$1.6 million which includes program managers moving to sites, reclassification of program managers, not filling the one Assistant Superintendent that is retiring in June.

#### **How many directors/administrators are going back into the classroom?**

The District did not provide a number of AP/directors/admin going back to the classroom.

#### **How will potential AP reassignments be determined? By seniority?**

Dr. Glover did not answer this question.

#### **Why do we need six Assistant Superintendents?**

The District clarified that there are only 5 Assistant Superintendents. SEA presented the organization chart from 2014-2018 to illustrate the growth of the District Office. The District stated that they are trying to stay away from demotions in the Central office.

**What is the real overall amount that SUHSD is still deficit for? How much needs to be recovered in 2019-20? \$42 vs \$8 million?**

According to the Chief Financial Officer (CFO), estimates for 2019-20 deficit is approximately \$22.5 million (with \$10 million [2%] going to reserves that the state requires).

**Where is the funding coming from for the .2 FTE for Math and English curriculum resource teachers (block grant)? The .6 FTE for Restorative Practice?**

LCAP (general funds) will pay for curriculum resource and Restorative Practice FTEs.

**Where does “\$10 million from labor” come from as referenced in the second Interim Report?**

SUHSD currently believes that the \$4.5 million saved by all units taking furlough days will provide half the shortfall needed for 2019-20 budget. The District Bargaining team did not offer any other proposals.

**Next School Board meeting: Monday, May 13, 2019. The third Interim Budget Report will be presented to the School Board on this date.**

The Bargaining Team will be preparing for the next bargaining session on May 15, 2019.

Yours in Unity,

John Cox, Robert Farrell, Tere Harris, Dalisay Quitlen, and Julie Walker (Chair)