



Timeline:

- August 8, 2018 - SEA/SCGA/SUHSD continued negotiations regarding wages/benefits:
 - '17-18: no progress; ending budget for '17-18 due on Sept. 15, 2018
 - '18-19: LCFF increase of \$21.1 million for '18-19
 - We are informed Karen Michaels (CFO) is retiring at end of the month; next bargaining date for wages/benefits (Aug. 20) canceled since won't expect the Unaudited Actuals for '17-18 to be ready as they are due on Sept. 15.
 - Next scheduled bargaining date is **Sept. 12**; we expect Unaudited Actuals to be completed since CFO retiring on Aug. 30.
- September 10, 2018 – Phone calls to SEA President and VP on the previous Saturday, Sept. 8, requested meeting on Sept. 10 to explain why the Unaudited Actuals for '17-18 would not be ready for the scheduled bargaining date of Sept. 12.
 - Jenny Salkeld's 6th day of employment (new CFO)
 - Unable to reconcile a \$3million shortfall in '17-18 Unaudited Actuals
 - District staff must have this squared away by the Sept. 24 School Board mtg.
 - District does not know what the actual structural deficit is yet; need more time
 - District plans to schedule times to seek input from all stakeholders regarding finding solutions to shortfall
 - **Oct. 10** date is scheduled for meeting with Bargaining Teams from all units, after Fall Break
- September 11, 2018 – SEA Board meeting; discussed info. provided at Sept. 10 mtg.
- September 18, 2018 – SEA Rep Council mtg; discussed \$3million shortfall from '17-18 and plan for Oct.10 meeting; rumors already regarding what actual shortfall is
- September 24, 2018 – Fall Break SUHSD School Board mtg.:
 - SEA Pres. and VP attend;
 - Unaudited Actuals '17-18 presented showing Unrestricted General Fund ending balance as negative **\$3,558,362**;
 - news that SD County Board of Ed changed SUHSD's previously submitted '18-19 budget certification to NEGATIVE;
 - timeline is now accelerated due to negative certification; revised '18-19 budget due to SUHSD Board on **Oct. 8** AND must include the replacement of reserves which represent at least 2% of budget, or about \$9-10million
- October 2, 2018 – SEA Board Emergency meeting:
 - Superintendent Karen Janney has been meeting with other bargaining units to gather ideas of where to make cuts;
 - Discussed potential ramifications for district and bargaining units if district cannot meet financial responsibilities, ie., county or state fiscal team comes in
 - SEA Pres. and VP scheduled to meet with her Oct 3, followed by meeting with ALL bargaining units Presidents;
 - SEA Board's position is to not offer any ideas for cuts
 - Keep a watchful eye as we learn more
 - Plan to prepare message to all SEA as they return from Fall Break
- October 3, 2018 – AM meeting at SCTU: Karen Janney, Jenni Carbuca, Jenny Salkeld, Scott Hendries, Gene Chavira, Colleen Cooke-Salas, Karen Hoffman (SCGA)
 - Karen Janney presents short description of what happened and additional pressure from County Board to produce a balanced budget for '18-19, including at least \$9million in reserves which must be ready for the SUHSD Board on Monday, Oct 8;
 - KJ goes through list of budget cut and restructuring ideas staff has created to include ideas provided from Classified Bargaining Units
 - KJ presents suggestion of reducing work year by eliminating Jan. 14 & 15 to provide a savings of \$2million

- SEA/SCGA push back on Adult Ed cuts while keeping items such as SLT days
 - SEA/SCGA refuse to offer any recommendations when asked
- October 3, 2018 – PM meeting at District Office with District Admin and Leadership from ALL seven district bargaining units (Classified/Certificated/Admin.)
 - KJ presents info about what happened as a “perfect storm” situation;
 - Verbally lists “solutions” as identified by district staff including \$2million savings from Jan PD days and analyzing *Early Retirement Incentive*; nothing in writing
 - Cost analysis of each item is not fully developed yet; takes time and financial team working to do so; must be completed for Oct. 8 school board meeting;
 - KJ stated goal is that the SDCoBoard must give SUHSD’s ‘18-19 budget a provisional, if not positive certification to avoid county or state financial team take-over;
 - KJ feels letters from the bargaining units are needed to secure this certification, since items in the solutions need to be negotiated, that the county needs to see the budget is based on real assumptions and the bargaining units are willing to negotiate;
 - Admin leaves the room and all six classified/certificated unit leadership discuss;
- October 3, 2018 – PM meeting with SEA/SCGA/CSEA/NAGE
 - Agreement that we are extremely disappointed with crisis situation, but agree we need to support our community and students and district and prevent losing control of district finances to county or state;
 - Agree to postpone letter until district provides cost analysis of their solutions, which must be prepared for Oct. 8 SUHSD Board meeting
 - Agree to all meet together again on Saturday, Oct. 6, after budget and solutions presentation by district staff is completed and sent to us on Friday, Oct. 5
- October 6, 2018 – AM: SEA Board was provided extensive notes from Wed. meetings
- October 6, 2018 – PM: SEA/SCGA/CSEA/NAGE meet at SCTU:
 - Review financial information to be presented at SUHSD Board meeting
 - Decide to write three letters:
 - First to County Superintendent to describe our support for our district and community and our intention to bargain in good faith to help get through this budget crisis, one letter signed by all six presidents;
 - Second to bargaining unit members to inform them of what has transpired during the Fall Break, letter is mostly taken from language suggested by our CTA Executive Director, Lian Shoemake; this informational letter was sent to SEA unit members via personal email list and posted on website Saturday, Oct. 6.
 - Third to Karen Janney after County Board accepts the 18-19 budget to describe what we have been stating already in bargaining meetings all year, that the employees have not been made a priority with all the spending that was occurring and, with our willingness to come to the bargaining table over these budget issues, that we, in turn, expect not to see layoff notices;
- October 8, 2018 – SUHSD School Board Meeting
 - School Board adopts presented updated ‘18-19 budget including all district-presented “solutions”
- October 9, 2018 – SEA Board meets to construct second informational letter to membership and call for Special SEA Rep Council meeting on Friday, Oct. 12, 2018.
 - No agreement from SEA has been made at this time to give up 2 PD days in Jan.
 - The current contract is in effect through June 30, 2019. **No changes can be made to any unit member’s salary, benefits, work year or any other term and condition contained in our contract without negotiations.** All negotiations must be ratified by a vote of the active SEA membership.
 - Whatever the SEA membership chooses to do, if it is to take effect soon, then time is of the essence, as there are only two Rep Council meetings before the end of this semester and a ratification vote needs to be held. Prior to any vote, membership needs to be informed and surveyed, the SEA Board needs to approve any negotiated terms, then Rep Council needs to approve any negotiated terms for ratification.