

Bargaining Update #11

February 28, 2022

The Bargaining Team: John Cox, Leo Hsu, Lourdes Renteria, Cesar Gamez, and Dalisay Quitlen along with Chad Cooper (CTA) met with the District Bargaining Team to discuss Wages, Health & Welfare, and Appendix C-4. This is the first meeting between SEA and the District to discuss our expired contract.

The District expressed their appreciation for SEA's collaboration over the last 2 years as we negotiated issues related to COVID. In their appreciation and gratitude, the District proposed a comprehensive package for a three year agreement that included the following wages, health and welfare, alternative education and class sizes. It was expressed by Roberto Rodriguez, Director of Labor Relations, *the District's intention is to be transparent and present the highest and best offer.*

Key terms to know:

- **Comprehensive package** - a proposal that includes multiple articles with suggested changes that need to be agreed to as an **all or nothing**
- **Off-salary schedule payment** - one time bonus not figured into your retirement, **this is not a raise.**
- **On-salary schedule payment** - increase amount applied to each step of the salary schedule and figured into your retirement, **this is a raise.**
- **Initial Proposal** - starting point of negotiations, starting percentages may change throughout negotiations.
- **Reopener** - to discuss/negotiate articles for the next contract.

Wages

District Proposal:

- 4% **off-salary** schedule payment applied for the six months between January 1, 2022 to June 30th, 2022
- 2% **off-salary** schedule to be applied for the 2022-2023 school year
- Reopen to negotiate wages for 2023-2024 school year.

*Please note: These are not raises that will go to our retirement and your wages will return back to the 2021-2022 school year in 2023-2024.

SEA Initial Proposal:

- 4.5% **on-salary** schedule payment applied for the six months between January 1, 2022 to June 30th, 2022
- 4% **on-salary** schedule payment to be applied for the 2022-2023 school year.

Health & Welfare

District Proposal: Proposed an increase of \$1,000 to benefits from \$14,130 to \$15,130 to their annual contribution.

SEA Initial Proposal:

- Increase of \$1,000 to benefits from \$14,130 to \$15,130 to their annual contribution
- *Opt out stipend for \$1,200*

- Initiate a renew and bid on health benefits administration/consultant/third party provider no less than every five years

Appendix C-4

SEA Initial Proposal: Proposed an increase from \$24.88/hour to \$35.00/hour for after school recreation activities.

Class Sizes

District Proposal: Doesn't agree to changes to class size at this time and requests status quo.

SEA Initial Proposal: Passed Article 7 on June 28, 2021.

Alternative Education

District Proposal:

- Add language for Launch Virtual Academy
- Add language for caseload caps for Independent Study
- Continue to suspend language related to Learning Centers

SEA: Has not submitted an initial proposal for Article 5.

Next bargaining date: March 18, 2022

Respectfully submitted,
Bargaining Team