

Negotiations Update



The negotiations process is inherently confidential by nature. However, in an effort to improve communication with employees and the community regarding the negotiations process, the District has added a segment to its webpage (www.smusd.org) under "Latest News" to share updates as they occur. The updates provided will be general in nature and will seek only to inform employees and the community, not attempt to influence their opinions on any matter.

SMEA Negotiations Update: April 24, 2019

The District and SMEA met on April 23rd to continue the negotiations process for a new Master Contract. During prior sessions a Tentative Agreement was reached on the following subjects:

Article IV: Association Rights--adds language to the contract inviting SMEA to attend the New Teacher Orientation to discuss joining the Association; adds language to the contract so that the District will notify SMEA when a Public Records Act request is received and responded to regarding bargaining unit member personnel record information

Article VII: Definitions--adds language to the contract defining "Daily Rate of Pay" and "Per Diem Rate"

Article XVI: Leaves--agrees to form a Joint Task Force to study the possible development of a Catastrophic Leave Bank

Article XIX: Miscellaneous--adds language to the contract to describe the process of teachers sharing a single classroom, when necessary

During this session the District presented SMEA with a proposal to provide salary increases in the following manner:

2018-2019: 3.00% retroactive to July 1, 2018

2019-2020: 2.46% (projected--based upon COLA)

2020-2021: 1.86% (projected--based upon COLA)

The District's proposed cumulative salary increases over the next 15 months totals 7.32%.

In addition, the District proposed to add class size language to the Master Contract that establish initial staffing ratios for each school year in the following manner:

TK-3: 24:1

4-5: 33:1

6-8: 34:1

9-12: 32.5:1

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During this session Tentative Agreements were also reached to include in the Master Contract the District's current practice of how 6/5ths pay is calculated and how elementary and secondary teachers are compensated when a substitute teacher is not available.

The District and Association have scheduled their next negotiations session for May 2nd. Additional updates will be shared by the District after that session and that information will also be added to the District's webpage under "Latest News."