



# Sweetwater Union High School District's Update on Negotiations

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Negotiations with SEA

September 15, 2015

To promote transparency, community awareness, accountability and open communication, the Governing Board of the Sweetwater Union High School District (SUHSD) has directed that its team provide regular and factual updates following negotiation sessions with the Sweetwater Education Association (SEA). This is the District's second update on its negotiations with SEA.

## **August 21, 2015 Session**

Various proposals were exchanged during this third session of negotiations regarding total compensation.

There was much discussion on District finances and distinctions between revenue that is ongoing to the District versus one time money. The District shared the Board's concern that ongoing compensation increases cannot be funded with revenue that is one time money. SEA requested additional financial information.

The teams also addressed retiree benefits. The teams have agreed to language, except for the number of years of service required with the District in order to be eligible for retiree medical benefits. The District has proposed 25 years, which is consistent with all other groups' eligibility requirements. SEA has proposed 15 years.

The retiree benefits proposal is in addition to the 3% total compensation increase previously proposed by the District.

SEA proposed an increase to the District's maximum contribution to employee health and welfare benefits (from \$13,130 to \$16,780, effective January 1, 2016). The District shared that the proposed increase amounted to more than \$3.8 million if applied to all employees receiving benefits.

SEA also proposed a six percent (6%) salary schedule increase. The District team estimated that the proposed increase exceeded \$17 million, \$11 million of which for SEA unit member and an additional \$6 million if applied to other District employees.

## **Next Session**

Negotiations will resume on October 19, 2015.