



Member Questions

SEA Organizing Meeting
October 29, 2024

■ SEA current position:

- We understand that recommendations to close or consolidate schools are brought forward by the Superintendent, and the SPS Board of Directors votes on the final decision. The interests of students, community, and staff must be at the forefront of all their decisions. Our state legislature should also remember that funding public education is the paramount duty of the state. Through our collective work as a union and, through the work of the WEA Political Action Committee (WEA-PAC), we intend to hold SPS and our elected leaders accountable to their responsibilities to our membership and the students we serve as educators of SPS
- We are in support of parents and community organizing. We encourage folks to speak out as parents but, if you choose to do so, you should make clear that you are speaking only in your capacity as a parent of an SPS student. Making this distinction is important so you are not perceived as speaking for SEA as a whole, but to your experience as a parent in SPS. 1 2q2We still have key questions about the plan for closures that SPS has not given adequate answers to.

■ What is being done to get more money from the legislators?

- SEA is advocating around key initiatives that are on the ballot this Election Day. We encourage all SEA members to sign up for the WEA Day of Action this Saturday (wea.mobi/action24) where we'll be talking with neighbors about key races.
 - Don't forget! Mark your ballot NO for I-2109 by November 5 to safeguard critical funds for public education from the capital gains tax.
- Our avenue to hold legislators accountable to their paramount duty of fully funding public schools is through the work of WEA-PAC (WEA Political Action Committee). Sign up for WEA-PAC if you haven't already.
 - WEA Lobby Day: February 17, 2025
- **Are there any protections in our CBA for situations like this?**



- All of SEA's Collective Bargaining Agreements (CBA, or "contract") have protections as it pertains to program movement or closures, as well as transfers and displacements. Our goal is to learn the impacts and to address these concerns with SPS.
 - Certificated VIII.J, SAEOP VII.E, Paraprofessional VII.E
 - Please see hand out for more information or go to the SEA website to view your CBA in full.
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- **What happens with SAEOP displacements?**
 - Per Article VII Sec I of the SAEOP CBA:
 - Unassigned employees will be assigned by the last week of August to any open position within their current verified job titles and salary schedule level or below, based on seniority and qualifications.
 - If no position qualifies, any open position at current salary schedule level or below, and participate in retraining, or...
 - Sign a waiver and be placed on the recall list.
 - If no position available, will serve as subs.
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- **Will we open up the contract to bargain over closures?**
 - The decision to close and consolidate schools is in the district's purview. It is a management right and the decision is not subject to bargaining.
 - SEA has the right to bargain over the impacts on wages, working conditions, and benefits for the affected members. That is why we already have provisions in our contract that speak to the closure process.
 - We have been advised by NEA and WEA against opening up the contract to bargain while closures are happening. Instead, SEA is going through a process of reviewing our existing contract language and how we believe it should be applied to the closures. SPS is going through a similar process.
 - We will meet to discuss where we align and possibly bargain for more support in places we are not aligned.
 - However, it is important to understand, SEA cannot stop consolidations from happening, we can only provide support through enforcing our shared collective bargaining agreement.



■ **How will this affect our approach to bargaining?**

- It is too early to tell. We are still moving forward with ensuring our SEA members are heard through our listening sessions. The next one is November 14 at 4:30pm. You can register here (put link in chat) .
- Keep in mind we may be bargaining while school closures are being implemented and more are being contemplated by the district. We should expect that the District will attempt cut-backs and use prevention of further closures to justify
- Closures highlight the importance of our contract language. To get involved with bargaining fill out the [interest form here](#).