

Frequently Asked Questions

2015-16 Contract Negotiations with Santee Teachers Association (STA)

■ Negotiations Process

1. How does the negotiations process work?

- a. The District and the Teachers' Union select their negotiating team members
- b. District Administration and the Board of Education meet to determine the District's interests for negotiation purposes
- c. The Teachers' Union Negotiating Team meets with its members to determine their interests for negotiation purposes
- d. Once both teams have a clear understanding of their group's interests, the two teams meet as representatives of their respective groups to discuss interests and exchange proposals
- e. When an agreement is reached, both the District and Teachers' Union representatives sign a Tentative Agreement (TA)
- f. Next, the teachers vote on the Tentative Agreement
- g. After the teachers ratify the TA, the Board of Education votes on the agreement
- h. Once the Board of Education approves the TA, then the contract is effective

2. How long has the District been in negotiations with Santee Teachers Association (STA) for the 2015-16 contract?

- a. The District has been in negotiations with STA since the beginning of March 2015
- b. During this time, the parties have met 10 times for a total of approximately 34 hours

3. Has the STA contract expired?

- a. Yes, the contract expired on June 30, 2015

4. Does that mean we are working without a contract?

- a. No. When a collective bargaining agreement expires, the vast majority of the language contained in it continues until a new agreement is reached

5. When did the District make its last, best, and final offer to STA?

- a. On June 19, 2015 the District submitted a written proposal and verbally stated it was the last, best and final offer
- b. On October 13, 2015 the District reaffirmed its last, best, and final offer in writing

6. Why did the District make its last best, and final offer?

- a. Since March the District's proposals have moved closer and closer to STA's proposals
- b. The District believes the last, best, and final offer is a fair and reasonable offer

7. Where are the District's proposals located?

- a. A "District Negotiations Update" link can be found on the District homepage
- b. Access negotiations updates here: <http://www.santeesd.net/domain/77>