

Frequently Asked Questions

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

▪ Sick Days

1. How many sick days do Santee teachers receive?

- a. Santee teachers receive a minimum of 10 days per year in accordance with Education Code
- b. In Santee SD, teachers who have taught here 10 years receive an “extra 20 days of sick leave” at the beginning of their 11th year of service
- c. Also, for every year past 11 years of service, Santee SD gives its teachers 2 extra days of sick leave
- d. For example, a teacher that has taught in Santee School District for 15 years and has never used sick leave would receive:
 - i. Per Ed Code: 10 days x 15 years = 150 Sick Days
 - ii. Santee School District’s Added Benefit: 20 days (for 10 years of service) + 8 days for years 12-15 years of service = 28 extra days of sick leave
 - iii. Total: 150 + 28 = 178 days

2. Is the District proposing to take away the sick days I have accumulated?

- a. No, the District is not proposing to take away sick days teachers have earned

3. Is the District proposing to change this benefit for current employees?

- a. No, current employees of the District would not be affected by this provision

4. What is the District’s proposal for sick days?

- a. For new hires only, the District is proposing to eliminate the 20 extra days of sick leave given in the 11th year
- b. For new hires only, the District is proposing to reduce the 2 additional sick days per year to 1 additional sick day per year (total of 11 per year) starting in the 11th year
- c. Current employees of the District would not be affected by this provision

5. Why is the District proposing to reduce the accrual of additional sick days for new hires?

- a. Any unused additional sick leave days beyond the 10 per year specified by Education Code remaining when an employee retires requires the District to pay a one-time amount to STRS for the value these days add to a retiree’s service credit
- b. The more the District contributes to retiree benefits, the less revenue available to improve compensation for active employees, provide instructional resources, maintain facilities, and fund other District expenditures
- c. For those retiring at the end of the 2009-10 school year, the District paid over \$200,000 to STRS
- d. Over the course of the past 9 years the District has paid over \$500,000 to STRS for this benefit