

# SEA Waves



## Simi Educators Association/CTA/NEA

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Issue 8

### General Membership Meetings Regarding the Tentative Agreement on RETIREMENT

Royal High School Library  
3:30 p.m. on  
Feb. 25th **OR** Feb. 26th

### SEA COLLEGE SCHOLARSHIPS

Applications available beginning  
**February 25th**  
on the SEA Website  
Applications are due  
by **April 8th at 4 p.m.**

### READ ACROSS AMERICA

SEA's annual celebration at the  
Simi Valley Library:  
**Saturday, February 29th:**  
**10 a.m. to 1 p.m.**

### RETIREMENT: TENTATIVE AGREEMENT REACHED

The SEA Bargaining Team has reached a Tentative Agreement on Article IX of our contract- Retirement. If ratified, this language would become permanent and ongoing in our contract. It will take effect this academic year and continue on into further years. Future retirees would be able to take advantage of the proposed increased benefits, too.

The proposed contract changes are outlined on the back side of this newsletter. Each Site Rep has been provided a few copies of the exact language of Article IX, too.

If the Tentative Agreement is ratified by membership and approved by the school board on March 17th, the "early tell" signing deadline will be extended (for this academic year only) to **May 1st**. If you have already submitted your retirement paperwork to the district, the applicable benefits would be available to you, as long as membership and the school board ratify the agreement.

Please attend one of the General Membership Meetings on February 25th or 26th (specific information to the left) and participate in the online voting process. Online ballots will be sent to personal email addresses (previously collected by SEA) on **February 26th**. Voting will end at noon on **March 4th**.

### BARGAINING UPDATE

SEA and the district have presented all their initial proposals at Negotiations. Now the teams are performing a cost analysis on each proposal and working with the district's budget assumptions. By law, school districts have to show a positive ending budget for three years out. SEA is using historical data on what the district actually spent in each budget line for the past few years to work on the budget predictions. Typically, the district's expenditure assumptions are greater than what is actually spent. The district has agreed to analyze a new data set to fine tune their assumptions, and the bargaining sub committee will meet with the district on February 27th to continue the work on figuring out the costs of each bargaining proposal. The team is hopeful that the terms of the financial aspects will be finalized very soon to conclude negotiations for the year.



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