

**San Diego Unified School District
Proposal To The
San Diego Education Association
2016 Successor Collective Bargaining Agreement**

**District Proposal Passed May 19, 2016
SDEA Proposal Passed May 19, 2017
District Proposal Passed June 8, 2017**

ARTICLE 4 – NEGOTIATION PROCEDURES

Italicized language set forth below expresses the parties' intent, and will not be incorporated into the Collective Negotiations Contract.

Section 4.1: TIMING OF NEGOTIATIONS

Not later than ~~the second Tuesday during the~~ month of ~~June~~ ~~March~~ of the year in which ~~this~~ ~~prior to the expiration of the Agreement, expires,~~ the Association shall submit its proposal for a successor agreement to the District.

Not later than the ~~third Tuesday during the~~ month of ~~July~~ ~~April~~ of the year in which ~~this~~ ~~prior to the expiration of the Agreement expires,~~ the District shall submit its initial proposals to the Association.

It is the intent of the Association and the District to commence negotiations ~~no later than the first Tuesday of the month of May after the~~ ~~third Friday of the instructional year.~~

Section 4.2: CONSULTANTS

The Association and the District may use the services of outside consultants to assist in negotiations.

Section 4.3: SCHEDULING BARGAINING SESSIONS

Negotiations shall take place at mutually agreeable times and places.

Section 4.4: RELEASED TIME FOR NEGOTIATIONS

The Association may designate seven (7) representatives who will be empowered to negotiate with the District. Additional numbers of representatives may be mutually agreed upon by the Parties. When negotiations with the District are scheduled during working hours, association representatives will be released from work without loss of pay.

Section 4.5: AUTHORITY TO BARGAIN

The District reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations. Language written in italics is intent language and will not be included in contract language.

The Association and the District agree to confer on their respective representatives the necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.

Section 4.6: TENTATIVE AGREEMENTS

During negotiations, when tentative agreement is reached on an item, it will be reduced to writing and signed by the Parties. **A tentative agreement on any one item is subject to agreement on the entire package. All tentative agreements are subject to change with mutual agreement prior to the final agreement of all items in the package. Tentative agreements may be withdrawn by either Party at any time until a total agreement is reached.** All tentative agreements are subject to ratification by the Association and adoption by the District.

The District reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations. Language written in italics is intent language and will not be included in contract language.