

**SDEA PROPOSAL
7/13/17**

**SAN DIEGO EDUCATION ASSOCIATION
PROPOSAL TO
THE SAN DIEGO UNIFIED SCHOOL DISTRICT**

**District Proposal Passed May 19, 2017
SDEA Counter Proposal Passed May 19, 2017
District Proposal Passed June 8, 2017
SDEA Counter Proposal Passed July 13, 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~~ month of ~~July~~ ~~By April~~ of the year in which this Agreement, expires, the District shall submit its initial proposals to the Association.

~~It is the intent of~~ The Association and the District ~~shall to~~ commence negotiations ~~no later than the between the first Tuesday fourth Tuesday and sixth Tuesday of the academic school year in which the agreement expires, of the month of May.~~

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.

SDEA reserves the right to add to; delete from or otherwise alter, amend, modify its proposals in whole or in part at any time during these negotiations

Section 4.5: AUTHORITY TO BARGAIN

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. Tentative agreements may be withdrawn by either Party at any time until a total agreement is reached.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.

FOR SDEA

FOR SDUSD

Carlos H. Mejia
Executive Director

Jessica Falk Michelli
Executive Director Labor Relations

Lindsay Burningham
President

Acacia Thede
Executive Director Human Resources

Date: _____

Date: _____

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