

**SDEA PROPOSAL  
9/7/17**

**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  
District Proposal Passed September 7, 2017  
SDEA Counter Proposal Passed September 7, 2017**

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**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 school 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 school 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 shall ~~to~~ commence negotiations ~~no later than the between the first Tuesday fourth and sixth week of the academic school year in which the agreement expires unless an alternative is mutually agreed upon. 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.

*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*

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 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. 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

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Carlos H. Mejia  
Executive Director

Jessica Falk Michelli  
Executive Director Labor Relations

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Lindsay Burningham  
President

Acacia Thede  
Executive Director Human Resources

Date: \_\_\_\_\_

Date: \_\_\_\_\_

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