

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

**District Proposal Passed May 19, 2016  
SDEA Proposal Passed May 19, 2017  
District Proposal Passed June 8, 2017  
SDEA Proposal Passed July 13, 2017  
District Proposal Passed September 7, 2017**

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**ARTICLE 4 – NEGOTIATION PROCEDURES**

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

**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-

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