

**San Diego Education Association Proposal to  
San Diego Unified School District  
October 19, 2017**

**ARTICLE 7. WAGES**

**Section 7.1: SALARY RATES**

7.1.1. 2017-18 Salary rates. Effective July 1, 2017, the 2017-2018 salary rates shall be increased by two and a half percent (2.5%).

7.1.2. 2018-2019 Salary Rates. Effective July 1, 2018, the 2018-2019 salary rates shall be increased by three and a half percent (3.5%).

**Section 7.2: RETROACTIVE COMPENSATION**

Compensation paid pursuant to this Article shall be paid only to unit members who are officially employed by the San Diego Unified School District at the time of Board of Education adoption of the 2017-2018, and 2018-2019 salary schedules, respectively, and to unit members who retire or are laid off between July 1 and the date of Board adoption in the applicable year.

**Section 7.3: MEAL CHARGES**

The District agrees to pay the meal charges for meals provided by the District and consumed at the Off Campus Integrated Learning Education (OCILE) Program (Camp Palomar) for those teachers assigned to accompany their classes to the program and those teachers who are permanently assigned to the program.

**Section 7.4: MILEAGE**

Approved mileage for certificated unit members will be the current applicable Internal Revenue Service rate.

**Section 7.5 INDUCTION PROGRAM**

~~During the term of this agreement,~~ unit members will not be required to make any financial contribution to participate in the California Teacher Induction Program (formerly BTSA) offered through the District.

Effective July 1, 2018, The California Teacher Induction Program shall be provided by the District and made available to all eligible unit members. Unit members who participate in the district sponsored induction program shall not be required to make any financial contribution.

*Article 7 SDEA October 19, 2017 Wage Proposal is contingent upon SDUSD's acceptance of the package proposal in totality presented by SDEA to SDUSD on October 19, 2017. Absent SDUSD's acceptance of the package proposal, SDEA reserves the right to amend, modify or withdraw the proposal.*