

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

**District Proposal Passed September 7, 2017  
District Proposal Passed September 21, 2017  
SDEA Proposal passed October 19, 2017  
SDEA Proposal passed November 15, 2017  
District Proposal passed November 28, 2017  
SDEA Proposal passed January 18, 2018  
District Proposal passed February 1, 2018  
SDEA Proposal Passed February 22, 2018  
District Proposal Passed March 1, 2018  
SDEA Proposal Passed March 1, 2018  
District Proposal Passed March 22, 2018**

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**ARTICLE 7 – WAGES**

**Section 7.1: SALARY RATES**

- 7.1.1. ~~2014 2015 Salary rates.~~ Effective July 1, 2014, the 2014 2015 salary rates shall be increased by one percent (1%).
- 7.1.2. ~~2015 2016 Salary Rates.~~ Effective July 1, 2015, the 2015 2016 salary rates shall be increased by four percent (4%).
- 7.1.3. ~~2016 2017 Salary Rates.~~ After approval of the 2016 2017 state budget, the Parties will reopen negotiations on this Article 7: Wages. Negotiations shall commence no later than ten (10) days after the adoption of the 2016 2017 state budget. The reopener shall be for the purpose of negotiating increases to wages. After approval of the 2016 2017 state budget, the Parties will reopen negotiations on this Article 7: Wages. Negotiations shall commence no later than ten (10) days after the adoption of the 2016 2017 state budget. The reopener shall be for the purpose of negotiating increases to wages.

The salary schedules in effect July 1, 2017, shall remain for the term of this agreement.

**If the one-time \$295 per ADA referenced in the January 2018 Governor’s Budget Proposal is enacted in the 2018-2019 State Budget and is in excess of the LCFF funding projected at the 2017-2018 Second Interim report, then a one-time, off schedule payment shall be paid by December 31, 2018 in the amount of \$1,000, pro-rated based on FTE, to members in active pay status on November 1, 2018.**

**Section 7.2: RETROACTIVE COMPENSATION**

Retroactive 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

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adoption of the 2014-2015, 2015-2016 and 2016-2017 applicable 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 7.3: 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.~~

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