

**San Diego Education Association Proposal to
San Diego Unified School District
November 15, 2017
Package Proposal**

The following is a package proposal contingent upon agreement to the complete proposal. SDEA proposes the following package proposal in an effort to move negotiations. Absent SDUSD's acceptance of the package proposal, SDEA reserves the right to amend, modify or withdraw the proposal.

- 1. Term of the agreement:** SDEA proposes a two-year term effective July 1, 2017 through June 30, 2019.
 - a. SDEA Proposal Article 36. Effect of Agreement (October 19, 2017)
- 2. Wages:** SDEA proposes a wage increase as follows (October 19, 2017)
 - a. 2017-18 Salary rates. Effective July 1, 2017, the 2017-2018 salary rates shall be increased by two and a half percent (2.5%).
 - b. 2018-2019 Salary Rates. Effective July 1, 2018, the 2018-2019 salary rates shall be increased by three and a half percent (3.5%).
 - c. 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.
- 3. Hours:** SDEA Proposal Article 8. (November 15, 2017)
- 4. Class Size:** SDEA Proposal Article 13. (November 15, 2017)

Negotiations will continue on the following articles.

- Article 10: Leave Policies
- Article 12: Transfer Policies
- Article 16: Organizational Security
- Article 24: Education Reform and Shared Decision-Making
- Article 29: Special Education
- Article 30: Charter Schools
- Article 33: Letters of Reprimand and Suspensions
- Appendix A, E, F and G: Salary Schedule and Rules
- Parent Teacher Home Visits

Tentative Agreements:

- Article 4: Negotiation Procedure
- Article 11: Safety Conditions of Employment
- Article 14: Performance Evaluation Procedure
- Article 18: Peer Review and Enrichment Program
- Article 23: Year-Round Schools
- Article 27: Non-Discrimination
- \$20,000 by 2020