

San Diego Education Association
(CTA/NEA)
Initial Bargaining Proposal for Sunshine
March 2014

The San Diego Education Association hereby submits the following initial proposal for a successor collective bargaining agreement with the San Diego Unified School District. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

The San Diego Education Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process. Unless otherwise indicated, proposals are in conceptual format.

Article 7. Wages (and all relevant appendixes)

- Increase wages to the median or higher quartiles with comparable county and state districts that will attract and retain the highest quality educators
- Incentives for retirement recognizing our long-time veteran educators

Article 8. Hours of Employment

- Focus on students/classrooms by providing adequate instructional planning and preparation time
- Equitable planning and preparation time for all unit members, including special educators, nurses, counselors, speech and language pathologists, itinerant teachers, early childhood education teachers, and psychologists
- Modify duty and meeting requirements in order to place more focus student/classroom instructional duties

Article 9. Health and Welfare Benefits

- Improvements in current medical, dental, and vision coverage for employees, dependents, and retirees, with no additional costs

Article 10. Leave Policies

- Flexible utilization of accrued paid and unpaid leave

Article 12. Transfer Policies

- Ensure instructional stability at sites and programs with an equitable and objective transfer procedure

Article 11. Safety Conditions of Employment

- Support and resources to maintain orderly and well-disciplined sites and programs

Article 13. Class Size

- Establish class sizes and caseloads achieving optimal educator-to-student ratios

Article 15. Grievance Procedure

- Revise timelines that allow for resolutions in a timely manner

Article 29. Special Education

- Provide the necessary support and resources to educate all students in general and special education settings

Article 32. Visiting Teachers (and all relevant appendixes)

- Increase wages for visiting teachers in order to recruit and retain a stable high quality substitute work force

Article 33. Letters of Reprimand and Suspensions

- Modify language such that verbal and written reprimands be subject to the grievance procedure

Article 35. Effect of Agreement

- Modify term to reflect final agreement

SDEA proposes to review contract articles and memorandums of understandings that may have become obsolete, need updating, be eliminated, or incorporated into the collective bargaining agreement.