

**San Diego Education Association Proposal to
San Diego Unified School District
October 19, 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 34. Effect of Agreement October 19, 2017
- 2. Wages:** SDEA proposes a wage increase as follows:
 - 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. Special Education:** SDEA Proposal Article 29. October 19, 2017
- 4. Transfer Policies:** SDEA Proposal Article 12. October 19, 2017
- 5. Hours:** SDEA Proposal Article 8. October 19, 2017
- 6. Class Size:** SDEA Proposal Article 13. October 19, 2017
- 7. Leave Policies:** SDEA Proposal Article 10. October 19, 2017
- 8. Letters of Reprimand and Suspensions:** SDEA Proposal Article 33. Passed September 7, 2017

SDEA will continue negotiations on the following articles.

- Article 11: Safety Conditions of Employment
- Article 16: Organizational Security
- Article 24: Education Reform and Shared Decision-Making
- Article 30: Charter Schools
- Appendix A: Salary Schedule and Rules

Tentative Agreements:

- Article 4: Negotiation Procedure
- Article 14: Performance Evaluation Procedure
- Article 18: Peer Review and Enrichment Program
- Article 23: Year-Round Schools
- Article 27: Non-Discrimination