

SDEA Proposal to SDUSD

January 15, 2015

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.

1. **Term of the agreement:** SDEA proposes a two-year term effective July 1, 2014 through June 30, 2016.
 - a. SDEA's last proposal Article 35 November 14, 2014
2. **Wages:** SDEA proposed a wage increase as follows:
 - a. Effective July 1, 2014: 5.25%, SDEA's last proposal Article 7 November 14, 2014
 - b. Effective July 1, 2015: 5% , SDEA's last proposal Article 7 November 14, 2014
 - c. Modifications to the salary schedule columns and rules for column advancement- SDEA proposal Appendix A (Salary Rules 2.00) January 15, 2015
3. **Health Benefits:** SDEA's last proposal Article 9 November 14, 2014
 - a. Fully paid medical benefits with plan choice as currently provided through VEBA
 - b. Dental benefits through VEBA effective January 1, 2016
 - c. District contribution to retiree medical trust shall be an amount to cover the lowest cost single medical benefit plan
4. **Class Size:** SDEA proposal Article 13 January 15, 2015
5. **Visiting Teachers** SDEA proposal Article 32 January 15, 2015 and Appendix D as proposed on December 16, 2014
6. **Hours:** SDEA proposal Article 8 January 15, 2015
7. **Evaluation:** SDEA proposal Article 14 January 15, 2015
8. SDEA withdraws its proposal for Article 33: Letters of Reprimand and Suspensions. *Status Quo*

SDEA's last proposal for Article 12: **Transfer Policies** on September 30, 2014, and **Appendixes B & D** as proposed on December 16, 2014 and remain as proposed and are included as part of January 15, 2015 package proposal.

SDEA will continue negotiations in the following article.

- Article 29: Special Education

SDEA will continue negotiations around Early Childhood Education,

SDEA will continue negotiations around all Appendixes.

Tentative Agreements included:

- Article 10: Leave Policies
- Article 11: Safety Conditions
- Article 15: Grievance Procedure
- Article 34: Furlough Days