

SDEA Proposal to SDUSD

November 14, 2014

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.
SDEA Proposal Article 35 November 14, 2014
2. **Wages:** SDEA proposes a wage increase as follows:
 - a. Effective July 1, 2014: 5.25%
 - b. Effective July 1, 2015: 5% and modifications of salary schedule columns and rules for column advancement.
SDEA Proposal Article 7 and Appendix A (Salary Rules 2.00) November 14, 2014
3. **Health Benefits:** SDEA proposes:
 - a. Fully paid medical benefits with plan choice as currently provided through VEBA until June 30, 2016
 - 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
SDEA Proposal Article 9 November 14, 2014
4. **Class Size:** Current SDEA proposed class size language for TK-3 for 2014-2015. The remainder of SDEA's class size proposal will take effect July 1, 2015. The agreement will cover the alternatively negotiated TK-3 LCFF Grade Span Adjustment.
SDEA Proposal Article 13 November 14, 2014
5. **Visiting Teachers:** Extended opportunities for Post and Bid and Sick leave accrual and use.
SDEA Proposal Article 32 and Appendix D November 14, 2014
6. SDEA withdraws its proposal for Article 33: Letters of Reprimand and Suspensions. *Status Quo*

SDEA's last proposal for Article 8: **Hours** on October 23, 2014, Article 12: **Transfer Policies** on September 30, 2014, and Article 14: **Evaluations** on November 4, 2014 remain as proposed and are included as part of November 14, 2014 package proposal.

SDEA will continue negotiations in the following article not included in today's package proposal.

- Article 29: Special Education

SDEA will continue negotiations around Early Childhood Education, including Article 8: Hours and other appropriate articles.

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