

**LAST, BEST AND FINAL OFFER
MARCH 22, 2018**

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**San Diego Education Association
Proposal to
San Diego Unified School District
District Proposal Passed September 21, 2017
SDEA Proposal Passed October 19, 2017 as part of package
SDEA Proposal Passed November 15, 2017 as part of package
District Proposal Passed November 28, 2017
SDEA Proposal Passed January 18, 2018 as part of package
SDEA Proposal Passed February 22, 2018 as part of package
SDEA Proposal Passed March 1, 2018 as part of package
SDEA Proposal Passed March 22, 2018**

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ARTICLE 364. EFFECT OF AGREEMENT

Section 634.1: ZIPPER CLAUSE

All matters within the scope of bargaining have been negotiated and agreed upon. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the District and the Association.

Section 634.2: SAVINGS CLAUSE

If any provision of this Agreement shall be found to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions, shall continue in full force and effect. In the event that any article or section is held invalid, the Parties agree to enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

Section 364.3: CHANGES, AMENDMENTS, AND SUPPLEMENTS

This Agreement shall be subject to change, amendment, or supplement, at any time by mutual consent of the Parties. Upon ratification by the Association and the Board of Education, any such changes, amendments or supplemental agreements shall be implemented.

Section 364.4: RATIFICATION AND IMPLEMENTATION

When the Association and the District reach tentative agreement on all matters being negotiated, the complete Agreement shall be submitted to the membership of the Association and to the Board of Education for ratification. When the membership of the Association and the Board of Education have ratified the Agreement, it shall be implemented in accordance with its terms.

Section 634.5: DURATION CLAUSE

This Agreement is entered into on ~~May 1, 2015~~ March 22, 2018. This Agreement shall become effective on July 1, 2017 and will remain in effect until June 30, 2019, except as follows:

Pursuant to modifications agreed to through the Contract Administration Committee as set forth in Article 25.

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SDEA reserves the right to add to, delete from or otherwise alter, amend, modify its proposals in whole or in part at any time during these negotiations.