

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

San Diego Education Association

Proposal to

San Diego Unified School District

District Proposal Passed September 7, 2017

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

District Proposal Passed February 1, 2018

SDEA Proposal Passed February 22, 2018 as part of package

SDUSD Proposal Passed March 1

SDEA Proposal Passed March 1, 2018 as part of package

SDEA Proposal Passed March 22, 2018

ARTICLE 7. WAGES

Section 7.1: SALARY RATES

7.1.1. 2017-18 Salary Rates. By May 1, 2018, all contracted SDEA members shall receive a one-time payment in an amount equivalent to 2% of their 2017-2018 base salary. By June 30, 2018, all other SDEA members shall receive a one-time payment in an amount equivalent to 2% of their wages earned between July 1, 2017 and June 30, 2018.

7.1.2 2018-2019 Salary Rates. Effective July 1, 2018, the 2018-2019 salary rates shall be increased by 2.5%.

Section 7.2: RETROACTIVE COMPENSATION

Compensation paid pursuant to this Article shall be paid only to unit members who are officially employed by the San Diego Unified School District at the time of Board of Education adoption of the **2017-2018, and 2018-2019 salary** schedules, respectively, and to unit members who retire or are laid off between July 1 and the date of Board adoption in the applicable year.

Section 7.3: MEAL CHARGES

~~The District agrees to pay the meal charges for meals provided by the District and consumed at the Off Campus Integrated Learning Education (OCILE) Program (Camp Palomar) for those teachers assigned to accompany their classes to the program and those teachers who are permanently assigned to the program.~~

Section 7.4: MILEAGE

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.

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Approved mileage for certificated unit members will be the current applicable Internal Revenue Service rate.

Section 7.5 INDUCTION PROGRAM

~~During the term of this agreement, unit members will not be required to make any financial contribution to participate in the California Teacher Induction Program (formerly BTSA) offered through the District.~~

Effective July 1, 2018, The California Teacher Induction Program shall be made available to all eligible unit members. Unit members who participate in an induction program shall not be required to make any financial contributions.

Appendix A: Section 8 Special Compensation 8.05

Appendix F: Section 8 Special Compensation 8.02

Appendix G: Section 8 Special Compensation 8.02

An annual stipend shall be paid to unit members on the Appendices A, F, & G salary schedules who have completed 18 or more years of verified creditable experience. This stipend shall be paid on a monthly prorated basis in addition to the regular salary.

Creditable Experience Completed:

18 to 21 years	\$785.22*
22 years or more	\$2110.70*

Appendix A Salary Schedule Rules

7.034 EXTENDED WORK YEAR FOR NURSES

Effective July 1, 2018, the basic contract year for Nurses shall be one hundred eighty-six (186) work days, inclusive of two days immediately prior to the basic board adopted contract year for the purpose of assessing and preparing for student health needs prior to the first student attendance day of the school year.

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