

**San Diego Education Association (SDEA)**  
**Proposal to**  
**San Diego Unified School District (SDUSD)**  
**February 20, 2015**

**ARTICLE 7. WAGES**

**Section 7.1: SALARY RATES**

7.1.1. 2014-2015-Salary Rates

Effective July 1, 2014, salary rates shall be increased by four percent (4%).

7.1.2 2015-2016 Salary Rates

Effective July 1, 2015 salary rates shall be increased by four percent (4%).

**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 2014-15, 2015-2016 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**

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

**Section 7.5: Added Authorizations to Credentials**

7.5.1 The District shall reimburse costs for all coursework up to one thousand dollars ( \$1,000) taken by unit members when obtaining additional authorizations which are required by the California Teacher Credentialing Department and are needed to maintain their current assignment.

7.5.2 To qualify for the reimbursement, unit members shall provide verification of completion from the credentialing program to the Human Resource Services Department. The District shall verify coursework and reimburse the unit member within sixty (60) workdays upon receipt of completion verification.

**Section 7.6 Beginning Teacher Support and Assistance (BTSA) Induction Program**

There shall not be any costs for unit members enrolled in the District sponsored BTSA Induction Program.