

**San Diego Unified School District  
Comprehensive Proposal to the  
San Diego Education Association**

**February 2, 2015**

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The following is a package proposal from the District to SDEA, contingent upon agreement to the complete proposal. The District proposes this package in a good faith effort to move negotiations toward agreement soon.

As always, the District's proposal is based on Vision 2020 and the quality indicators supporting the Vision, and the accomplishment of the Vision for students and families. We continue to approach the negotiations process as an opportunity for the District and SDEA to create an environment of mutual respect, collegiality, open sharing of information and ideas, understanding of each other's interests, mutual identification of fiscal and other obstacles in approaching total compensation, and a commitment to work toward the mutual goal of establishing a world-class school system for all of our students.

1. **Term of Agreement.** The District proposes the parties enter into a three (3) year agreement, July 1, 2014 through June 30, 2017.
  
2. **Compensation.**
  - a) **Salary Schedule.** An across the board increase to all SDEA salary schedules, as follows:
    - 1% salary schedule increase effective July 1, 2015
    - 1% salary schedule increase effective January 1, 2016
  
  - b) **Column Adjustments.** Modify the salary schedule columns effective July 1, 2016, as follows:
    - Change column 013 (4th column) from BA+72 with MA, to BA+72 or BA+66 with MA. Any unit member in column 012 (BA+60 or BA+54 with MA), meeting the requirements of the modified column 013, will move to column 013 effective July 1, 2016.
  
    - Change column 014 (5th column) from BA+90 with MA, to BA+90 or BA+84 with MA. Any unit member in column 012 (BA+60 or BA+54 with MA), meeting the requirements of the modified column 014, will move to column 014 effective July 1, 2016.

- c) Professional Development. Add the following to Appendix A, related to Salary Schedule Advancement:
- Unit members shall have the option to receive units for attendance at professional development or in-services that occur after the required on site duty day. One semester unit will be allowed for each 15 hours of attendance at District sponsored programs that have been approved for credit by the District. Participation in District sponsored trainings, professional development and workshops must be verified. When unit members have the option of receiving compensation for attendance at professional development or in-services that occur after the required on site duty day, attending unit members may choose to receive hours/units toward salary schedule advancement in lieu of compensation.
  - The language in SDEA's January 15, 2015 proposal regarding unit credit for teachers who complete both the portfolio and exams for National Board for Professional Teaching Standards (NBPTS).
- d) Data for Future Negotiations. The parties will establish an ad-hoc committee comprised of five (5) individuals appointed by SDEA and five (5) individuals appointed by the District, to meet at least monthly following the ratification of the agreement, to: 1) study and report on the elements of total compensation of SDEA members and the level of financial impact associated with various elements of *Fight for 5!* goals; 2) study and report on the degree to which the District loses teachers to other school districts or other professions, and the reasons for any difficulties in attracting and retaining teachers; and 3) develop an agreed-upon group of comparable school districts, salary schedule benchmarks for comparison purposes, and data to collect from those districts, in order to analyze compensation for purposes of future negotiations and promotion of the mutual goal of attracting and retaining quality teachers. The results of the committee's work will be shared on or before March 31, 2016.
- e) Health Benefits.
1. No change to health benefits plans during the term of the agreement.
  2. Incorporate non-substantive modifications to the contract to address ACA and other updates.
3. Class Size/Caseloads. Proposed revisions to the Class Size article are attached as **Exhibit 1.**
4. Hours. Proposed revisions to the Hours article are attached as **Exhibit 2.**
5. Evaluation. Proposed revisions to the Evaluation article are attached as **Exhibit 3.**
6. Special Education. District proposal was provided on January 15, 2015.

7. **Early Childhood Education.** Negotiations to continue on issues related to ECE.
8. **Visiting Teachers.** Negotiations to continue on Visiting Teachers.
9. **Transfer.** No changes to this article.
10. **Letters of Reprimand and Suspensions.** No changes to this article.
11. **Appendices:** Negotiations to continue on Appendices.
12. **Tentative Agreements Already Reached**
  - a) Leaves (Article 10)
  - b) Safety (Article 11)
  - c) Grievances (Article 15)
  - d) Job Sharing (Article 21)
  - e) Furlough Days (Article 34)