

**Tentative Agreement- April 3, 2018**

**District Proposal Passed September 7, 2017  
District Proposal Passed September 21, 2017  
SDEA Proposal passed October 19, 2017  
SDEA Proposal passed November 15, 2017  
District Proposal passed November 28, 2017  
SDEA Proposal passed January 18, 2018  
District Proposal passed February 1, 2018  
SDEA Proposal Passed February 22, 2018  
District Proposal Passed March 1, 2018  
SDEA Proposal Passed March 1, 2018  
District Proposal Passed March 22, 2018  
SDEA Proposal Passed March 22, 2018 as part of LBFO  
District Proposal Passed April 3, 2018  
SDEA Proposal Passed April 3, 2018  
District Proposal Passed April 3, 2018**

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**ARTICLE 7 – WAGES**

**Section 7.1: SALARY RATES**

- 7.1.1. ~~2014-2015 Salary rates.~~ Effective July 1, 2014, the 2014-2015 salary rates shall be increased by one percent (1%).
- 7.1.2. ~~2015-2016 Salary Rates.~~ Effective July 1, 2015, the 2015-2016 salary rates shall be increased by four percent (4%).
- 7.1.3. ~~2016-2017 Salary Rates.~~ After approval of the 2016-2017 state budget, the Parties will reopen negotiations on this Article 7: Wages. Negotiations shall commence no later than ten (10) days after the adoption of the 2016-2017 state budget. The reopener shall be for the purpose of negotiating increases to wages. After approval of the 2016-2017 state budget, the Parties will reopen negotiations on this Article 7: Wages. Negotiations shall commence no later than ten (10) days after the adoption of the 2016-2017 state budget. The reopener shall be for the purpose of negotiating increases to wages.
- 7.1.1. 2017-2018- The salary schedules in effect July 1, 2017, shall remain for the 2017-2018 and 2018-2019 fiscal years.
- 7.1.2. If the one-time \$295 per ADA referenced in the January 2018 Governor's Budget Proposal is enacted in full in the 2018-2019 State Budget as ongoing funding, and is in excess of the LCFE funding projected at the 2017-2018 Second Interim report, then salary schedules shall be increased by 2% effective July 1, 2019.  
2018-2019- Effective July 1, 2018, all salary schedules and corresponding rates of pay shall be increased by one percent (1%). Effective mid-year, all salary schedules

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and corresponding rates of pay shall be increased by a compounded one percent (1%).

- The mid-year salary increase shall be effective January 1, 2019 for unit members assigned to a 12-pay schedule.
- The mid-year salary increase shall be effective February 1, 2019 for unit members assigned to a 10-pay schedule.

7.1.3 The District and the Association will reopen negotiations on this Article during the 2018-2019 academic school year for potential implementation of changes in the 2019-2020 fiscal year.

## **Section 7.2: RETROACTIVE COMPENSATION**

~~Retroactive 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 2014-2015, 2015-2016 and 2016-2017 applicable 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 7.3: MILEAGE**

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


## **Section 7.5 INDUCTION PROGRAM**

Effective July 1, 2018, unit members in probationary or permanent contracts who meet the eligibility requirements of the District approved California Teacher Induction Program (formerly BTSA) will not be required to make any financial contribution to participate.


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**For the District:**

  
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Jessica Falk Michelli                      Date  
Executive Director, Labor Relations

  
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Acacia Thede                                      Date  
Executive Director, Human Resources

**For the Association:**

  
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Lindsay Burningham                      Date  
President, San Diego Education Association

  
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Erin Clark    Date  
Organizer, San Diego Education Association

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