

**San Diego Unified School District  
And The  
San Diego Education Association  
Reopener Bargaining**

**TENTATIVE AGREEMENT  
June 20, 2019**

**ARTICLE 7. WAGES**

**Section 7.1: SALARY RATES**

~~7.1.1. 2017-2018 The salary schedules in effect July 1, 2017, shall remain for the 2017-2018 fiscal year.~~

~~7.1.2. 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 and corresponding rates of pay shall be increased by a compounded one percent (1%).~~

- ~~• The mid-year 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.~~

7.1.1. Effective mid-year, all salary schedules and corresponding rates of pay shall be increased by three and seven-tenths percent (3.7%).

- The mid-year increase shall be effective January 1, 2020 for unit members assigned to a 12-pay schedule.
- The mid-year salary increase shall be effective February 1, 2020 for unit members assigned to a 10-pay schedule.

**Section 7.2: RETROACTIVE COMPENSATION**

Retroactive compensation 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 applicable salary schedules, 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: MILEAGE**

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


**Section 7.4: 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 contributions to participate.

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\_\_\_\_\_  
Abdul Sayid  
Executive Director  
San Diego Education Association


6/20/19  
Date

  
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Jessica Falk Michelli  
Executive Director, Labor Relations &  
Assistant General Counsel  
San Diego Unified School District

6-20-19  
Date

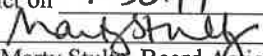
  
\_\_\_\_\_  
Kisha Borden  
President  
San Diego Education Association

6/20/19  
Date

  
\_\_\_\_\_  
Acacia Thede  
Chief Human Resources Officer  
San Diego Unified School District

6/20/19  
Date

Approved in public meeting of the Board of  
Education of the San Diego Unified School  
District on 7.30.19

  
\_\_\_\_\_  
Marty Stultz, Board Action Officer,  
Board of Education

6.5.  
7/30/19

**San Diego Unified School District  
And The  
San Diego Education Association  
Reopener Bargaining**

**TENTATIVE AGREEMENT  
June 20, 2019**

Appendix A

3.05 LONGEVITY STIPEND

Effective June 30, 2020, at 11:59 p.m., an annual longevity stipend shall be added to the Salary Schedule and paid to unit members who have completed six (6) or more years on Step 17. This stipend shall be paid on a monthly prorated basis.

Longevity Stipend \$2,500\*

\*Amounts designated by an asterisk shall be subject to the same percentage change as negotiated for all other rates on the SDEA Bargaining Unit Salary Schedule.

Appendix B (ECE)

*Stipend rates will be increased as follows effective June 30, 2020 at 11:59pm:*

7.02 An annual stipend shall be paid to unit members on the Early Childhood Education Programs Salary Schedule to unit members who have completed eighteen (18) or more years of 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	\$801.00*
22 years or more	<del>\$2,153.14</del> <u>2,500.00*</u>

\*Amounts designated by an asterisk shall be subject to the same percentage change as negotiated for all other rates on the SDEA Bargaining Unit Salary Schedule.

Appendix C (Military Science)

*Stipend rates will be increased as follows effective June 30, 2020 at 11:59pm:*

6.01 A special annual stipend of ~~seven hundred fifty dollars and eighty cents (\$796.75\*)~~ shall be paid to unit members on or above Step 6 of the Military Science Instructors' Salary Plan who have completed eighteen (18) or more years of creditable experience and/or military service as stated below. This stipend shall be paid on a monthly prorated basis in addition to the regular salary.

Creditable Experience Completed

<u>18 to 21 years</u>	<u>\$796.75*</u>
<u>22 years or more</u>	<u><del>\$2144.55</del> 2,500.00*</u>

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6.02 A special annual stipend of two thousand one hundred forty four dollars and fifty five cents (2144.55\*) shall be paid to unit members on or above Step 6 of the Military Science Instructors' Salary Plan who have completed twenty-two (22) or more years of creditable experience and/or military service. This stipend shall be paid on a monthly prorated basis in addition to the regular salary.

\*Amounts designated by an asterisk shall be subject to the same percentage change as negotiated for all other rates on the SDEA Bargaining Unit Salary Schedule.

Appendix F

3.04 TOTAL EXPERIENCE CREDIT

Experience credit is allowed only in original placement on the salary schedule. All creditable experience must be verified by official documents or statements from employers or other disinterested persons before advanced step placement will be made. A maximum of ten (10) months of experience will be credited within any twelve (12) month period. In evaluating experience credit, partial years will be added together and the total will determine the step placement. Break points for determining step placement are:

Step	Months of Experience	Step	Months of Experience
1	0 – 97.3	8	157.4 – 167.3
2	97.4 – 107.3	9	167.4 – 177.3
3	107.4 – 117.3	10	177.4 – 187.3
4	117.4 – 127.3	11	187.4 – 197.3
5	127.4 – 137.3	12	197.4 – 207.3
6	137.4 – 147.3	13	207.4 – 217.3
7	147.4 – 157.3	14	217.4 or more

4.04 LONGEVITY STIPEND

Effective June 30, 2020, at 11:59 p.m., an annual longevity stipend shall be added to the Salary Schedule and paid to unit members who have completed 22 or more years of creditable experience. This stipend shall be paid on a monthly prorated basis. A maximum of ten (10) months of experience will be credited within any twelve (12)-month period. In evaluating experience credit, partial years will be added together and the total will determine the stipend amount. The break point for determining the stipend is:

<u>\$2,500 Stipend*</u>	<u>Months of Experience</u>
<u>Longevity 22 years</u>	<u>220 or more</u>

\*Amounts designated by an asterisk shall be subject to the same percentage change as negotiated for all other rates on the SDEA Bargaining Unit Salary Schedule.

Appendix G

3.04 Total Experience Credit

Effective July 1, 2018, experience credit is allowed only in original placement on the salary schedule. All creditable experience must be verified by official documents or statements from employers or other disinterested persons before advanced step placement will be made. A maximum of ten (10) months of experience will be credited within any twelve (12)-month period. In evaluating experience credit, partial years will be added together and the total will determine the step placement. Break points for determining step placement are:

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Step	Months of Experience
1	0-7.3
2	7.4-17.3
3	17.4-27.3
4	27.4-37.3
5	37.4-137.3
6	137.4-147.3
7	147.4-157.3
8	157.4-167.3
9	167.4-177.3
10	177.4-187.3
11	187.4-197.3
12	197.4-207.3
13	207.4-217.3
14	217.4 or more

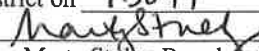
3.05 Longevity Stipend


Effective June 30, 2020, at 11:59 p.m., an annual longevity stipend shall be added to the Salary Schedule and paid to unit members who have completed 22 or more years of creditable experience. This stipend shall be paid on a monthly prorated basis. A maximum of ten (10) months of experience will be credited within any twelve (12)-month period. In evaluating experience credit, partial years will be added together and the total will determine the stipend amount. The break point for determining the stipend is:

\$2,500 Stipend*	Months of Experience
Longevity 22 years	220 or more


\*Amounts designated by an asterisk shall be subject to the same percentage change as negotiated for all other rates on the SDEA Bargaining Unit Salary Schedule.

Approved in public meeting of the Board of Education of the San Diego Unified School District on 7.30.19

  
Marty Stultz, Board Action Officer,  
Board of Education

  
Abdul Sayid  
Executive Director  
San Diego Education Association

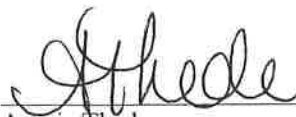
6/20/19  
Date

  
Jessica Falk Michelli  
Executive Director, Labor Relations &  
Assistant General Counsel  
San Diego Unified School District

6-20-19  
Date

  
Kisha Borden  
President  
San Diego Education Association

6/20/19  
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Acacia Thede  
Chief Human Resources Officer  
San Diego Unified School District

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