

**TENTATIVE AGREEMENT
BETWEEN
SAN DIEGO UNIFIED SCHOOL DISTRICT
AND THE
SAN DIEGO EDUCATION ASSOCIATION
SEPTEMBER 29, 2016**

The following changes will be made to the Collective Bargaining Agreement between the parties dated July 1, 2014 to June 30, 2017:

1. Wages-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.~~

7.1.3 2016-2017 Salary Rates- Effective July 1, 2016, all salary schedules and corresponding rates of pay shall be increased by three percent (3%). Effective mid-year, salary schedules and corresponding rates of pay shall be increased by a compounded one percent (1%)

- **The mid-year salary increase shall be effective January 1, 2017 for unit members assigned to a 12-pay schedule.**
- **The mid-year salary increase shall be effective February 1, 2017 for unit members assigned to a 10-pay schedule.**

The retroactive payment shall be processed within 90 days of the approval by the SDUSD Board of the agreement between the parties.

2. **Appendix A, Section 7.04- Supervision Session Service-** Effective the day following Board approval of the agreement between the parties, unit members shall be paid \$29.50 per hour for Supervision Session Service regardless of when an event starts. Supervision Session Service payments shall only apply to situations where the supervising teacher is not already receiving a stipend for the work performed. Supervision sessions are those assignments after the unit member's required on-site duty hours and for which compensation is earned for supervising students at school-sponsored dances, interscholastic athletic events, or drama, music, and speech activities.

3. **Audiologists-** Effective July 1, 2016, Audiologists will be placed on the appropriate step/column of Appendix G: SLP salary schedules.

See SDUSD Exhibit #3 dated July 28, 2016, for track change revisions to Appendix A & Appendix G.

4. **Appendix B- Early Childhood Education Program Plans-** Effective July 1, 2016, the ECE Salary Schedules in Appendix B will be compacted from 23 steps to 17 steps.

See SDEA and SDUSD Exhibits dated July 28, 2016, for proposed compacted salary plans, employee step placement, months of experience conversion chart, and rationale.

5. **Salary Plan Committee-Appendices F and G- New Sections 9.00-** The parties agree to appoint a committee to review the salary schedules in Appendices F and G. The committee shall convene after Spring Break 2017. The committee may make recommendations to the bargaining parties for the 2017-2018 successor negotiations on topics including but not limited to experience credit, initial step placement, step advancement, and flat zones.
6. Except as amended by this Tentative Agreement, all other terms and conditions of the Collective Bargaining Agreement dated July 1, 2014 through June 30, 2017 shall remain in full force and effect.
7. The District will submit the agreement to the Board for approval after receiving written confirmation of ratification of the agreement by union membership.

FOR SDUSD:




Jessica Falk Michelli
Executive Director Labor Relations



Tim Asfazadour
Chief Human Resources Officer

FOR SDEA:



Tim Hill
Lead Negotiator



Ron Reese
Bargaining Team Member