

San Diego Education Association
(CTA/NEA)
Initial Bargaining Proposal for Successor Bargaining

The San Diego Education Association hereby submits the following initial proposal for a successor collective bargaining agreement with the San Diego Unified School District. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

The San Diego Education Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process. Unless otherwise indicated, proposals are in conceptual format.

Article 5: Employee Organization Rights

- Align association officer release provisions with current needs in order to increase association release

Article 7: Wages (and all relevant appendixes)

- Increase the wages of San Diego's teachers, and other educators, in order to attract and retain the highest quality educators with competitive wages

Article 8: Hours of Employment

- Focus on students/classrooms by providing adequate, and equitable, instructional planning and preparation time

Article 12: Transfer Policies

- Ensure instructional stability at sites and programs with an equitable and objective transfer procedure

Article 13: Class Size

- Establish class sizes and caseloads achieving optimal educator-to-student ratios
- Establish class size caps for TK-3
- Lower class size for grades 4 & 5
- Lower caseloads for school counselors and nurses in order to provide improved supports for our students

Article 21: Job Share

- Create opportunities for reduced assignment

Article 15: Grievance Procedure

- Revise timelines and procedures in order to allow for resolution of grievances in a timely manner

Article 29: Special Education

- Improve caseloads

- Improve staffing, and, staffing ratios
- Improve supports provided to students with IEPs

Article 35: Effect of Agreement

- Modify term to reflect final agreement

SDEA proposes to review contract articles and memorandums of understandings that may have become obsolete, need updating, be eliminated, or incorporated into the collective bargaining agreement.