

**INITIAL PROPOSAL**  
**of the**  
**San Diego Unified School District**  
**to the**  
**San Diego Education Association**

**December 20, 2019**

San Diego Unified is one of the fastest improving urban districts in the nation, according to the Council of Great City Schools and recent national data (Source: "San Diego Unified outperforms large school districts in national test scores," by Kristen Taketa, the Union Tribune, October 29, 2019). We understand the strength of our school system lies in the strength and commitment of our professional educators. That fact was confirmed by the Learning Policy Institute (LPI), who credited our educators with closing the achievement gap more quickly than other districts across the state (Source: San Diego Unified, Positive Outliers Case Study, LPI, September, 2019). Our goal for the current bargaining cycle is to project the progress we are making together far into the future. We want to work with our professional educators to ensure the values of excellence and equity take root across the district. We want our students' gains to be lasting and sustainable. It is their future we are all working to ensure.

To guarantee the lasting success of the students we serve, we will work with our professional educators to accomplish several major outcomes this year:

Together, we will work for lasting solutions to the chronic underfunding of our schools.  
Together, we will continue to close the achievement gap and increase equity.  
Together, we will help excellence reach into every classroom across the district.

Each of these major goals is achievable if everyone in the district is committed to working together on a long-term agreement that guarantees the continued success of our students.

For each major goal listed above, we have our perspective as educational leaders, but we believe the perspective of our professional educators is equally important. Therefore, we are only seeking to open our current contract on one issue - the term of the contract (Article 36).

The heart of school reform in San Diego has been its emphasis on local control and accountability. Because we believe in continued reform, we plan to double down on our commitment to local control by asking our classroom educators and other certificated professionals to choose for us the key topics they would like to cover in our upcoming bargaining conversation. We are confident we share the same student-centered goals as our educators. Knowing we share a common destination, we would like our bargaining work this year to focus on how we reach that destination together.

We look forward to hearing the topics our professional educators would like to discuss to help us reach our shared goals: long-term funding, closing the achievement gap, and academic excellence. We believe the solutions lie in continuing to put students first, continuing to focus on wellness, the whole child and social and emotional learning. We know our professional educators want the same goals for our students, so we look forward to a bargaining season discussing those topics our educators believe will help us achieve these ends together.