

The San Diego Unified School District's Initial Proposal And Response To The San Diego Education Association's Request To Negotiate The 2008 Successor Collective Bargaining Agreement

(First Reading May 13, 2008)

(Adoption May 27, 2008)

Provisions of the California Government Code requires that public school employers and exclusive representatives present proposals which relate to matters within the scope of representation at a public meeting of the public school employer prior to commencing negotiations.

The following constitutes the initial proposal of the San Diego Unified School District for the 2008 full contract negotiations with the San Diego Education Association, on behalf of the certificated bargaining unit. The District reserves the right to modify, amend, delete, or add to its proposals throughout the course of the negotiations. Furthermore, the District reserves the right to present additional proposals in response to items not fully disclosed in the March 11, 2008, Initial Bargaining Proposal from San Diego Education Association.

The District hereby proposes to negotiate changes to the Collective Bargaining Agreement that are necessary for the District to fulfill its obligations and commitment to improving student performance as well as the equitable adjustments to total compensation (wages and health and welfare benefits) that are consistent with the District's values, the District's ability to pay now and in the future, and local, state and federal economic realities.

The District looks forward to meaningful, objective and reality-based negotiations with San Diego Education Association.

Article 8 Hours of Employment

The District proposes to negotiate changes which reflect greater flexibility at school sites to address work scheduling and/or personnel changes, and provisions that are consistent with employees having exempt status under the Fair Labor Standards Act. The District proposes to change the contract language on sick leave accrual to prorate based on the Memorandum of Understanding in Appendix P.

Article 9 Health and Welfare Benefits

The District proposes to negotiate changes to Health and Welfare Benefits which reflect the commitment of both parties found in Appendix K – Commitment Responsibilities and reduces the cost as close as possible to the 2003-2004 expenditures.

Article 10 Leaves

The District proposes to negotiate changes when they are consistent with the District's values, the District's ability to pay now and in the future, and local, state and federal economic realities.

Article 12 Transfer Policies

The District proposes to negotiate changes which reflect greater flexibility for school sites to select personnel and address work scheduling and/or changes. The District proposes to negotiate changes which reflect greater flexibility in the timing of postings and hiring of certificated personnel which allow the recruitment and retention of highly qualified personnel. The District proposes to make changes that will ensure compliance with the enacted legislation of SB1655 (Scott)

Article 13 Class Size

The District proposes to negotiate changes which reflect the ability of the District to respond to economic realities and to provide the District with the ability to consult when changes are anticipated.

Article 14 Performance Evaluation

The District proposes to negotiate changes which reflect an evaluation process that is transparent and provides certificated personnel with due process on performance evaluation.

Article 25 Education Reform and Shared Decisionmaking

The District proposes to negotiate changes which reflect a process that allows for collaborative leadership and would ensure that decision makers can be held accountable.

Article 35 Peer Coach Staff Developer

The District proposes to delete this article and the accompanying Appendix L.

Contract Clean Up

The District proposes to review areas within the contract that have become obsolete or may need updating and should be reviewed, amended, or eliminated.