

**TENTATIVE AGREEMENT**  
**Between San Diego Unified School District**  
**And San Diego Education Association**  
**December 6, 2005**

**Total Compensation Proposal to SDEA**

Based on consultation with the Superintendent and the Governing Board, the District makes the following proposal on total compensation. This proposal is offered as terms of full and final settlement of 2005/2006 negotiations in that it represents the full scope of Board authority:

- .73%\* = equivalent increased Health & Welfare costs for 2005/2006 (fiscal year)
- 3.5%\*\* = salary increase effective mid-year for every configuration of the calendars.
- 1.6%\*\*\* = salary increase equivalent from three (3) day reduction in workyear (One (1) day in 2005/2006; two (2) additional days in 2006/2007)
- 5.83%\*\*\* = Total compensation increase for 2005/2006 (and additional two (2) workday reduction in 2006/2007)

\*Net \$5.94m increase after changes in Health & Welfare plans. Based on cost of 1% for all employees (all funds).

**\*\*Implementation of Mid-Year Increase**

**Work Years Reducing from 187 to 186 Days**

1. Unit members assigned to a twelve- (12-) pay schedule will have their monthly salary rates increased by 3.5% effective January 1, 2006.
2. Unit members assigned to a ten- (10-) pay schedule will have their monthly salary rates increased by 3.5% effective February 1, 2006.
3. The new daily rates, where referenced in the agreement, will be determined by dividing the increased annual salary for the annual salary rates shown on page 139 of the current collective bargaining agreement divided by 186.
4. The new hourly pro rata rates will be determined by dividing the revised daily rates by 8. The parties agree that work performed on/after February 1, 2006 regardless of salary plan or work schedule will be subject to the revised hourly rates.

**Work Years In Excess of 187 Days**

1. Each unit member with a work schedule in excess of 187 days will have one non-work day identified in the remainder of their 2005/2006 work schedule.
2. The monthly salary beginning January 1, 2006 for unit members with workyears in excess of 187 days will be recalculated to equal the revised pro rata rate for a 186 day workyear multiplied by 8 hours per day times the revised workyear length (e.g. 210 days for a current 211 day workyear). The result of this calculation divided by 12 checks will be the revised monthly salary amount from January 1, 2006 through June 30, 2006.

**Visiting Teachers Established in the Collective Bargaining Agreement**

1. Daily rates for visiting teachers shall be increased by the same actual percentage as the change in the pro rata rate as defined above. Work performed on or after January 1, 2006 will be paid at the revised rates.

Other Hourly Rates Established in the Collective Bargaining Agreement

1. Hourly rates other than pro rata shall be increased by the same actual percentage as the change in the pro rata rate as defined above. Work performed on or after February 1, 2006 will be paid at the revised rates.

2006/2007 Implementation

1. Hourly and daily rates referenced in the collective bargaining agreement will again be revised on July 1, 2006 to reflect a 184 day base workyear. Hourly and daily rates will be recomputed from the annual salary rates of the 184 day base workyear as described previously, this time substituting 184 for 186 in each calculation.

\*\*\*Reduce 2005/2006 workyear by one (1) "buy-back" Professional Development day (187 to 186), and achieve AB825 reimbursement for legally qualifying activities during the workyear. Reduce 2006/2007 work year by two (2) additional "buy-back" Professional Development days (186 to 184), and achieve AB825 reimbursement for three (3) days of legally qualifying activities during the workyear. Salary schedules will not be reduced as a result of these reductions in the workyear. All unit member workyears (in addition to the traditional workyear referenced above) shall be reduced accordingly. Article 8, sections 8.1 through 8.1.4.5, and all salary schedules in appendix A (pp. 139-155 of current Agreement) shall be amended accordingly. (See also attached MOU.)

Health & Welfare (Article 9)

The parties agree to incorporate changes to Article 9 (Health & Welfare Benefits) pursuant to previously agreed to MOUs (see attached).

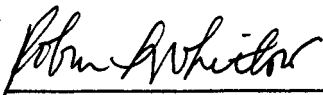
Deadlines

The parties agree that in order to implement the one day workyear reduction in 2005/2006, agreement must be reached on the specific configuration of the workyear no later than January 31, 2006. (See also attached MOU.)

The parties agree that in order to implement the additional two-day workyear reduction in 2006/2007, agreement must be reached on the specific configuration of the work year no later than April 1, 2006. (See also attached MOU.)

Dated: 12/06/05

For San Diego Education Association:



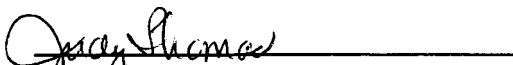
Robin L. Whitlow  
Executive Director, SDEA

Dated: 12/06/2005


For San Diego Unified School District:



William R. Surbrook  
Director Labor Relations



Judy Thomas  
SDEA Bargaining Chair

Approved in public meeting of the  
Board of Education of the San Diego  
Unified School District on 11/24/06  
  
Cheryl Ward, Board Action Officer,  
Board of Education

**MEMORANDUM OF UNDERSTANDING BETWEEN  
SAN DIEGO EDUCATION ASSOCIATION AND  
SAN DIEGO UNIFIED SCHOOL DISTRICT**

**REGARDING IMPLEMENTATION OF 2005-2006 TENTATIVE AGREEMENT  
ON REDUCTION IN WORK YEAR AND RECONFIGURATION OF  
PROFESSIONAL DEVELOPMENT ACTIVITIES**

**December 6, 2005**

Immediately following the signing of the 2005-2006 Tentative Agreement, representatives from the Association and the District shall meet to address and reach agreement on the following issues related to changes in the work year:

2005-2006

- What workday will be eliminated from each of the calendars for 2005-2006.
- Configuration of professional development activities in compliance with AB 825 in order to preserve an ongoing funding stream to support the one-day reduction in the work year without salary schedule reduction.

2006-2007

- Configuration of professional development activities in compliance with AB 825 in order to preserve an ongoing funding stream to support the overall three-day reduction in the work year without salary schedule reduction.  
Integration/coordination of AB 825 compliant professional development activities on days during the work year, including but not limited to on/during teacher preparation days.
- Achievement of professional development/certification/training that must occur prior to commencement of student instruction (e.g., K-3 CSR certification).

For SDEA:

*R. Whitworth 12/06/05*  
*Judy Thomas 12/06/05*

For SDUSD:

*[Signature]*  
*12/06/2005*