

**SAN DIEGO UNIFIED SCHOOL DISTRICT
INITIAL PROPOSAL
FOR NEGOTIATIONS WITH THE
SAN DIEGO CITY SCHOOLS PEACE OFFICERS ASSOCIATION
FOR THE
SCHOOL POLICE SERVICES UNIT**

First Reading (May 24, 2005)

Prior to commencing negotiations, the California Government Code requires the public school employer and the exclusive representative to present their respective proposals at a public meeting of the public school employer. This is the San Diego Unified School District's (District) initial proposal to the San Diego City Schools Peace Officers Association (POA) for a successor memorandum of understanding to the current memorandum of understanding (MOU). The District reserves the right to modify, amend, delete or add to its proposals throughout the course of the negotiations.

The parties completed negotiations for the current MOU (commencing July 1, 2003 and expiring June 30, 2005) in July 2004, less than one (1) year ago. For this reason, the District initially proposes to leave the MOU largely unchanged and to continue all provisions of the current memorandum of understanding, without modification, except as follows:

Articles VII and IX. Wages and Health and Welfare Benefits

Negotiate total compensation (wages and health and welfare benefits) consistent with the District's ability to pay now and in the future, and the reality of federal, state and local economies.

Article XXI. Effect of Agreement

Negotiate a multi-year contract, preferably a three (3) year term beginning July 1, 2005 through June 30, 2008.

The District looks forward to collaborative, objective and reality-based negotiations with POA.