

The San Diego Unified School District's Initial Proposal And Response To The California School Employees Association's (CSEA), Chapter 759, For The Paraeducators (PARA) Request To Reopen And Negotiate Article 7 - Wages and Article 9 - Health and Welfare Benefits For The 2007-2008 Fiscal Year

(First Reading June 12, 2007)

(Adopted June 26, 2007)

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 prior to commencing negotiations.

This is the San Diego Unified School District's (District) initial proposal and response to the California School Employees Association's (CSEA), Chapter 759, for the Paraeducators (PARA) request to reopen and negotiate Article 7 - Wages and Article 9 - Health and Welfare Benefits for the 2007-2008 fiscal year. The parties' current Collective Negotiations Contract allows 2007-2008 reopener negotiations to these two (2) Articles. The District reserves the right to modify, amend, delete or add to its proposals throughout the course of the negotiations.

As set forth in the Collective Negotiations Contract Section 7.1.D., the purpose of such negotiations will be to address the costs of maintaining the increased costs of health benefits.

During past negotiations with CSEA/PARA, the District has shared specific values and principles for negotiations (furthering student achievement; building a cooperative relationship with CSEA/PARA; addressing real needs or concerns; containing costs; and fulfilling legal obligations). Mindful of these values, the District offers the following initial proposal:

Article 7 - Wages and Article 9 - Health and Welfare Benefits

After first defining and assessing the current total compensation package provided by the District to CSEA/PARA unit members, the District proposes to negotiate 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 CSEA/PARA.