

**The San Diego Unified School District's Initial Proposal And Response To San Diego Education Association (SDEA) 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 San Diego Education Association (SDEA) 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 Contact limits 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.

During past negotiations with SDEA, the District has shared specific values and principles for negotiations (furthering student achievement; building a cooperative relationship with SDEA; 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 SDEA 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 SDEA.