

**Tentative Agreement
Between
The San Diego Unified School District
And
The San Diego Education Association**

May 29, 2024

ARTICLE 7. WAGES

Section 7.1: SALARY RATES

- 7.1.1. Effective July 1, 2022, all salary schedules and corresponding rates of pay shall be increased by ten percent (10%).
- 7.1.2. Effective July 1, 2023, all salary schedules and corresponding rates of pay shall be increased by five percent (5%).
- 7.1.3. The District and the Association shall ~~reopen~~ engage in negotiations on this Article, and related wage appendices, starting in ~~during~~ the ~~2023-2024-2024-2025~~ academic school year for potential wage improvements for ~~implementation of changes in~~ the 2024-2025 fiscal year.

Section 7.2: RETROACTIVE COMPENSATION

Retroactive compensation shall be paid only to unit members who are officially employed by the San Diego Unified School District at the time of Board of Education adoption of the applicable salary schedules, and to unit members who retire or are laid off between July 1 and the date of Board adoption in the applicable year.

Section 7.3: MILEAGE

Approved mileage for certificated unit members will be the current applicable Internal Revenue Service rate.

Section 7.4: INDUCTION PROGRAM

Unit members on probationary or permanent contracts who meet the eligibility requirements of the District-approved California Teacher Induction Program (formerly BTSA) will not be required to make any financial contributions to participate.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli May 29, 2024

 76F2DE76533F42F
 Jessica Falk Michelli Date
 Executive Director, Labor Relations

DocuSigned by:
Kristine Morshead May 29, 2024

 2E86A7BD09014A1
 Kristine Morshead Date
 Senior Executive Director, Human Resources

FOR SDEA:

DocuSigned by:
Abdul Sayid May 29, 2024

 1A65FF0A00CC458...
 Abdul Sayid Date
 Executive Director

DocuSigned by:
Kyle Weinberg May 29, 2024

 68800B262E8107
 Kyle Weinberg Date
 President

DocuSigned by:
Stacy Hernandez May 29, 2024

 04460BF5AB3E4FE1
 Stacy Hernandez Date
 Bargaining Chair