

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

**June 24, 2021**

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**ARTICLE 7. WAGES**

**Section 7.1: SALARY RATES**

~~7.1.1. Effective mid year, all salary schedules and corresponding rates of pay shall be increased by three and seven tenths percent (3.7%).~~

- ~~• The mid year increase shall be effective January 1, 2020 for unit members assigned to a 12 pay schedule.~~
- ~~• The mid year salary increase shall be effective February 1, 2020 for unit members assigned to a 10 pay schedule.~~

**7.1.1. The salary schedules in effect July 1, 2020, shall remain for the 2020-2021 fiscal year.**

**7.1.2. Effective July 1, 2021, all salary schedules and corresponding rates of pay shall be increased by four percent (4%).**

**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.

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**Section 7.4: INDUCTION PROGRAM**

Effective July 1, 2018, unit members in 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 June 25, 2021  
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Jessica Falk Michelli Date  
Executive Director, Labor Relations

DocuSigned by:  
Acacia Thede June 25, 2021  
0B6823B0574B4BF...  
Acacia Thede Date  
Chief Human Resources Officer

**FOR SDEA:**

DocuSigned by:  
Kisha Borden June 25, 2021  
4619DD4E670B4FF...  
Kisha Borden Date  
President

DocuSigned by:  
Abdul Sayid June 25, 2021  
A65BF18A00CC458...  
Abdul Sayid Date  
Executive Director