

**San Diego Unified School District Proposal presented to SDEA regarding the
Impacts of COVID-19 Pandemic
Addendum to the March 25, 2020
Memorandum of Understanding
Between
The San Diego Unified School District
&
The San Diego Education Association
May 5, 2020**

In order to promote public health, the safety of employees, and to ensure the continuity of learning for students, The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this addendum to the Impacts of COVID-19 Pandemic Memorandum of Understanding (“MOU”) dated March 25, 2020.

WHEREAS, the CARES Act began providing a new \$600 additional unemployment benefit payment funded by the federal government on April 11, 2020;

NOW, THEREFORE, the Parties agree to the following:

1. Effective April 6, 2020, Visiting Certificated Employees who were displaced by regular unit members returning from leaves of absence will be reassigned by the Human Resource Services Division; SDEA will receive notification prior to the reassignment.
2. The District will assist Visiting Certificated unit members who are unable to accept additional substitute assignments due to the school closure to navigate the process to apply for UI through the Employment Development Department (“EDD”).
3. Effective April 6, 2020 Visiting Certificated Employees who accept assignments from the SAMS system will be paid the rates identified in Appendix D, Section 2.00 (Visiting Teachers), 3.00 (Early Childhood Visiting Teachers), and 8.00 (Visiting School Psychologists, Speech Language Pathologists and Nurses). Examples of assignments include supporting the delivery of student devices during school closures and providing coverage for long term absences of regular employees
 - a. Retired unit members performing work for the District during the closure shall be paid in accordance with the duties and pay rates outlined in Appendix D, Section 7.00.
 - b. Section 3 of this agreement does not supersede Section 2.a of the parties’ March 25, 2020 agreement. The parties further agree to address concerns raised by, and ensure payment to, retirees who had booked assignments pursuant to Appendix D, Section 7.00 prior to the closure of schools.

4. The Parties have agreed to develop a Distance Learning Visiting Teacher Group to provide coverage due to the absence of a regular unit member during the school closures. Visiting Teachers selected for this group shall:
 - a. Earn the “Established” rate of pay outlined in Appendix D.
 - b. Be provided with instructional materials/ lessons by the certificated employee who is absent and/ or the District.
 - c. Participate in District-sponsored training identified by the District; employees shall be paid the workshop rate of pay identified in Appendix A to participate in this training.
 - d. Be assigned by the Human Resource Services Division.

All components of the current Collective Bargaining Agreement between the SDEA and District not addressed by the terms of this agreement shall remain in full effect. This agreement is non-precedent setting.

Given the fast-changing nature of this pandemic, the parties may amend, delete, or add to this agreement with mutual consent.

This MOU resolves the negotiable effects of Visiting Certificated Employees due to COVID-19. The District and/or SDEA reserve the right to negotiate any additional impacts related to COVID-19 and/or additional school closures in the 2019-20 and 2020-2021 school years.

This MOU shall expire in full without precedent on July 22, 2020, unless extended by mutual written agreement.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli 5/14/2020
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Jessica Falk Michelli Date
 Executive Director, Labor Relations

DocuSigned by:
ATheide 5/8/2020
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Acacia Theide Date
 Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
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Abdul Sayid Date
 Executive Director

DocuSigned by:
Kisha Borden 5/8/2020
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Kisha Borden Date
 President

DocuSigned by:
Lindsay Burningham 5/8/2020
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Lindsay Burningham Date
 Bargaining Chair