

**SIDE LETTER
BETWEEN THE
SAN DIEGO UNIFIED SCHOOL DISTRICT
AND THE
SAN DIEGO EDUCATION ASSOCIATION (SDEA)**

TRANSFERS WITHIN EARLY CHILDHOOD EDUCATION PROGRAM

August 28, 2020

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Side Letter regarding the transfer of unit members in the Early Childhood Education (ECE) Program who were notified of transfer due to reduction of staff for the 2020-2021 school year.

WHEREAS, the Parties are currently engaged in negotiations related to the impacts and effects of the implementation of a commingled transitional kindergarten model (“4/TK”) that provides both a Multiple Subject credential holder teacher as well as a Child Development Permit holder teacher in a team teaching model; and

WHEREAS, the District recalled ECE unit members on April 28, 2020, “in order to provide intervention to TK-4 and Kindergarten students due to the loss of direct instruction experience by preschool students due to COVID- 19 school closures;” and

WHEREAS, the duties assigned to ECE teachers in a commingled “4/TK” setting will be within their permit as issued by the California Commission on Teacher Credentialing;

WHEREAS, the workyear for unit members in the ECE Program began August 26, 2020, while negotiations continue; and

WHEREAS, the Parties mutually desire to complete transfers of unit members in the ECE Program as soon as possible;

NOW, THEREFORE, the Parties agree to the following:

1. For the 2020-2021 school year, unit members in the ECE Program who were notified of transfer due to reduction of staff (“excessed,” see Appendix A) will be transferred as follows:
 - a. The District will email the unit members a list of vacant positions as well as a description of the site program as outlined in Article 12.2.13 (though current hours of assignment may be approximate) by August 28, 2020 at 5PM. The number of vacant positions will be equal to the number of unit members on Appendix A.
 - i. The email will include this Side Letter as an attachment.
 - b. Unit members will have until 1:00PM on August 31, 2020 to rank the positions by preference. Human Resources will assign these unit members in seniority order according to preference.
 - c. If a unit member does not submit a preference by the deadline, the unit member will be assigned to a vacancy by Human Resources. Unit members shall be required to accept a position for which he/she is qualified and assigned based on this process.
 - d. Participating unit members will be notified of their assignment by email no later than 10AM on September 1, 2020.
 - e. SDUSD will provide SDEA an Excel or Google worksheet that indicates the position that was awarded to each of the participating unit members by September 1, 2020.

2. ECE unit members assigned to a support staff position in commingled TK through TK classrooms will supervise students, assist with gathering data for preschool student assessments, provide small group facilitation, and consult with the teachers on planning and instruction.
 - a. ECE unit members assigned to a support staff position in a kindergarten classroom will not be primarily responsible for lesson planning and instruction, or any job duties that fall outside of their credential. ECE unit members may consult with the kindergarten teacher on planning and instruction.

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.

This Side Letter resolves the negotiable effects of the implementation of commingled transitional kindergarten as it relates to ECE transfers for 2020-21.

Alleged violations of this Side Letter are subject to Article 15: Grievance Procedure.

FOR THE DISTRICT:

Jessica Falk Michelli. 8-28-20

Jessica Falk Michelli Date
Executive Director, Labor Relations

Acacia Thede 8.24.2020

Acacia Thede Date
Chief Human Resources Officer

FOR SDEA:

Morgan Thornberry

Morgan Thornberry Date
Organizer

Kisha Borden

Kisha Borden Date
President

APPENDIX A

Employee ID Number	Employee Name
107260	Bergmark, Jackie M
121468	Campbell, Marra Lee
129192	Cardenas, Carolina
117600	Davies, Southa Ta
120859	Fletcher, Lori
116866	Gomez, Daniella Evelyn
122030	Gonzales, Consuelo
112679	Hassan, Joann
128907	Nuza, Cinthya
120679	Minder, Maureen
111412	Orozco, Rubi
123970	Padilla- Shinsky, Suzanne M
127277	Paz De Guzman, Karina
119928	Ponce, Norma Alicia
121768	Preciado, Silvia Ortiz
125398	Razo, Maria
131085	Reyes, Alberto
128816	Russell, Andrea
108964	Santos, Evelyn
115564	Soukaloun, Mone G
102096	Staats, Janet
121627	Strong, Catherine
145636	Tidwell, Alma Rosa
125461	Torres, Pastora
106222	Villa, Diana Veronica
115635	Wynn, Kathy


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Morgan Thornberry

APPENDIX B

This Side Letter is entered into based on information SDUSD provided to SDEA on August 25, 2020 and relies on the accuracy of that information.

Signature: 
Email: borden_k@sdea.net

Signature: 
Email: thornberry_m@sdea.net

Signature: 
Acacia Thede (Aug 28, 2020 17:07 PDT)
Email: athede@sandi.net

Signature: 
Jessica Falk Michelli (Aug 28, 2020 17:49 PDT)
Email: jfalkmichelli@sandi.net

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Commingled TK - Side Letter - final w through - AUG 28 20

Final Audit Report

2020-08-29

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Signed document emailed to Morgan Thornberry (mthornberry@gmail.com), Morgan Thornberry (thornberry_m@sdea.net), Kisha Borden (borden_k@sdea.net), Jessica Falk Michelli (jfalkmichelli@sandi.net), and 1 more

2020-08-29 - 0:49:31 AM GMT



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