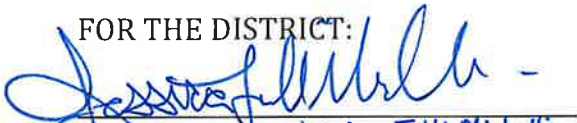


Ground Rules
Between San Diego Unified School District and
San Diego Education Association
2019 Reopener


Parties are committed during negotiations to the following norms:

1. Respect everyone's time — Parties will use best efforts to be punctual and keep everyone informed as to necessary adjustments.
2. Productive caucuses — Caucuses should be used when needed. Parties should attempt to identify the length of a caucus and provide regular updates.
3. Sharing information — Information should be shared openly and expeditiously. Parties will be prepared and provide requested information in a timely manner.
4. Agendas — The agenda for the next session will be established at the end of the previous session.
5. Agreements are tentative until we have final agreement.
6. Phones shall be silenced during negotiations.
7. Parties may bring content experts to sessions when needed. Whenever possible, the parties agree to share additional bargaining attendees with each other in advance.

FOR THE DISTRICT:

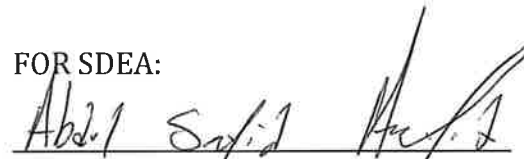


jessica Falk Michelli

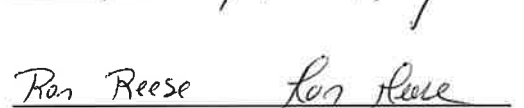


ACACIA THEEDE

FOR SDEA:



Abel Sufi



Ron Reese

DATE:

March 4, 2019

DATE:

3/4/19