

**TENTATIVE AGREEMENT
BETWEEN THE
SAN DIEGO UNIFIED SCHOOL DISTRICT
AND THE
SAN DIEGO EDUCATION ASSOCIATION**

**ADDED AUTHORIZATIONS IN SPECIAL EDUCATION
AUGUST 22, 2019**

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Agreement, the terms of which are as follows:

Whereas, the State of California, effective July 3, 2009, revised the credential requirements, known as Added Authorizations in Special Education (“AASE”), for teachers serving students with disabilities, (see CTC Coded Correspondence 09-16, Attachment A);

Whereas, the Parties previously negotiated terms for the implementation of the Autism Spectrum Disorder Added Authorization in January 2013 (Attachment B);

Whereas, the parties reached agreement on a new position description for Education Specialists and approximately forty-nine teachers do not hold the required AASE (Attachment C).

Whereas, in late Spring 2019, the District conducted an audit and found staff who do not hold the required AASE (Attachment C);

Whereas, SDEA issued a demand to bargain via email on June 12, 2019;

Therefore, the Parties agree to the following:

1. Definitions:

- a. **Impacted Teachers:** A special education teacher that serves one or more students, as determined by an IEP, and is required to render instructional services, as the assigned case manager, in a special education specialty area (Added Authorization in Special Education) not authorized by his/her credential(s).
- b. **Added Authorization in Special Education:** AASE are issued in six specific subject areas: autism spectrum disorders, deaf-blind, emotional disturbance, orthopedically impaired, other health impaired, and traumatic brain injury.

2. Use of the Limited Assignment Permit

- a. Any impacted teacher who is assigned as the case manager for one or more students needing instructional services in a special education specialty area not authorized by his/her credential, may be required to apply for a Limited Assignment Permit (LAP) while they complete the coursework to obtain the relevant AASE.
- b. The District will reimburse an impacted teacher \$50.00 for the cost of the initial LAP for each AASE specialty area. An impacted teacher will not be reimbursed for a renewal of a LAP in an AASE specialty area for which they were previously reimbursed.

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AUGUST 21, 2019

- c. The parties further understand that the LAP for this purpose can be renewed for another year so long as the teacher in question has completed 6 semester/9 quarter units of coursework; the cost of any renewal shall be borne by the credential holder.
- d. Any teacher working under a LAP shall retain the same rights as teachers who have acquired the authorization.

3. Reimbursement for Coursework for Added Authorizations in Special Education

- a. All unit members who enroll in and successfully complete the relevant AASE course(s) will be reimbursed \$850.00 (eight hundred fifty dollars) for the cost of each AASE required for their assignment. In order to qualify for reimbursement, the unit member must provide evidence they have completed the coursework and submitted the paperwork to add the authorization to their credential.
- b. Should an impacted teacher separate from the District prior to the completion of the program or prior to adding the authorization to their credential, the unit member shall not be eligible for the reimbursement.
- c. Once the AASE coursework has been completed and the application submitted to the recommending institution, the unit member may request reimbursement by completing an expense report in PeopleSoft self-service.
- d. If a unit member qualified for and participated in the 2013 Autism Authorization Agreement, they shall not receive reimbursement for an Autism Spectrum Disorder Authorization under this agreement.

4. Sites with a Current Need for Teachers with Added Authorizations in Special Education

- a. School sites may reassign students among Special Education teachers on staff at the school site, so that students are provided services by a teacher holding the correct certification required for the student's needs.
 - a. Requests for reassignment shall not be unreasonably denied. Disputes relating to denials of reassignment may be brought to the Parties' Contract Administration Committee.
 - b. When making these changes, sites shall adhere to the principles of equitable distribution of workload as defined in Section 29.1.3 of the parties' CBA.
- b. If there is no ability to reassign students at the school site in a way that aligns student instructional needs with state credential requirements, then the provisions of Section 2 shall be triggered.

FOR SDEA

DocuSigned by:

Abdul Sayid

8/22/2019

Abdul Sayid, Executive Director

DocuSigned by:

Kisha Borden

8/22/2019

Kisha Borden, President

FOR THE DISTRICT

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Acacia Thede

8/22/2019

Acacia Thede, Chief Human Resource Officer

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Jessica Falk Michelli

8/23/2019

Jessica Falk Michelle, Executive Director Labor Relations and Assistant General Counsel II