


**Side Letter Between  
The San Diego Unified School District and  
San Diego Education Association  
Common Core State Standards: Impacts and Effects**


Pursuant to a request to bargain by SDEA, the Parties have met and conferred over the impacts and effects of SDUSD's implementation of the Common Core State Standards (CCSS) and have agreed to the following to mitigate those impacts and effects:

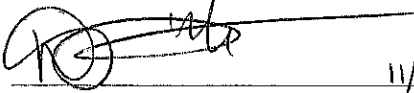
1. A. The District shall provide one (1) voluntary day of common core professional development to all active, permanent, contracted Bargaining Unit members, at pro-rata pay. The professional day shall not exceed the six (6) hours and thirty-five (35) minutes on-site workday requirement, excluding lunch. The Parties shall mutually determine the date(s) no later than December 20, 2013 or a mutually-agreed to later date. The professional development shall be collaboratively planned and will be developed by the Teaching and Learning Division.
- B. Visiting teachers who have worked a total of one hundred (100) days by March 15, 2014 in the 2013-14 school years shall be provided the opportunity to participate in the voluntary CCSS professional development day.
- C. The CCSS Joint Committee, as defined in Section 4, shall explore ways to provide additional professional development opportunities through the use of member release and visiting teachers.
2. The District may require school sites to send representatives to common core professional development opportunities provided by the Central Office. Teachers may volunteer or principals may request bargaining unit members to attend such training. Unit members who are requested by their principal and agree to facilitate such professional development upon returning to their school site shall be compensated at their non-classroom assignment rate when required to attend or prepare common core trainings beyond their regular workday.
3. The District shall ensure that elementary classroom teachers and secondary English, math, social studies, and science teachers have the opportunity to participate in teacher Professional Learning Community (PLC)/collaborative time for the equivalent of two (2) half days per month during the remainder of the 2013-14 (starting in January 2014) and 2014-2015 school year. A PLC/collaborative shall mean a structure in which grade levels or subject areas have the opportunity to collaboratively discuss student learning, examine student work and assessments, analyze teacher practice, and plan instruction with a focus on Common Core. The time shall be structured and provide collegial collaboration and growth. Non-classroom permanent, contracted unit members who provide direct instructional support may participate, when appropriate and as needed, in PLCs/collaborative, as determined by the PLC/collaborative and the principal. Principals will include their site staff to design the structure for scheduling the PLC/collaborative time.

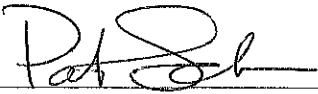
4. Understanding the importance of educators collaboratively working to improve their pedagogy and incorporate Common Core Standards and practices into their work, a Joint Committee on Common Core Standards shall be created for the duration of this Agreement. The Joint Committee shall be composed of 50% SDEA bargaining unit members appointed by SDEA. The Joint Committee may be expanded to include other bargaining units impacted by the implementation of Common Core. The committee's work shall include, but not be limited to, monitoring Common Core implementation and explore ways to expand educator learning and growth. The Joint Committee shall meet a minimum of once every six weeks during the academic year.

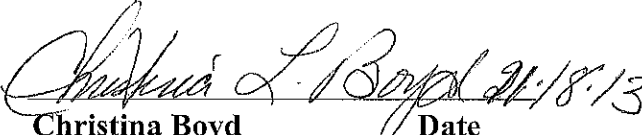
This MOU shall be in effect until June 30, 2015.

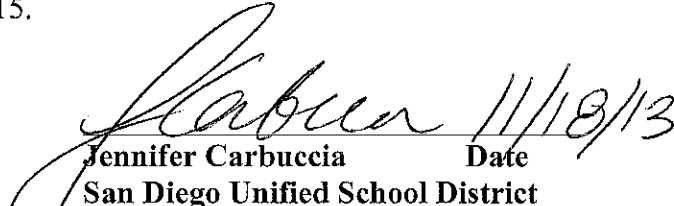
 11/18/13  
Tim Hill Date  
San Diego Education Association

 11/18/13  
Lindsay Burningham Date  
San Diego Education Association

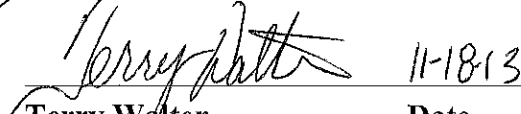
 11/18/13  
Donna Pilkington Date  
San Diego Education Association

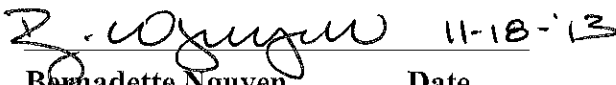
 11/18/13  
Patrick Schoettler Date  
San Diego Education Association

 11/18/13  
Christina Boyd Date  
San Diego Education Association

 11/18/13  
Jennifer Carbuccia Date  
San Diego Unified School District

 11-18-13  
Jim Solo Date  
San Diego Unified School District

 11-18-13  
Terry Walter Date  
San Diego Unified School District

 11-18-13  
Bernadette Nguyen Date  
San Diego Unified School District

 11-18-13  
Jenny Salkeld Date  
San Diego Unified School District