


**SIDE LETTER
BETWEEN
SAN DIEGO EDUCATION ASSOCIATION
AND
SAN DIEGO UNIFIED SCHOOL DISTRICT**


April 18, 2018


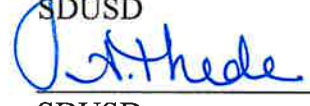
The purpose of this agreement is to facilitate implementation of Section 14.8: New Evaluation Models of the Collective Bargaining Agreement. The Parties acknowledge the value of piloting a new professional growth model in a “no risk” environment for all participants. It is the intent of the Parties that a new professional growth model be piloted during the 2018-19 school year. To this end, the Parties agree:


1. A unit member shall participate in the pilot only on a voluntary basis, with mutual agreement from the principal.
2. Unit members whose status is Probationary 1, Probationary 2, Temporary, or Permanent on a non-evaluation year, may choose to participate in the pilot process separate and apart from the regular evaluation process.
3. A Permanent unit member on the two-year evaluation cycle who is scheduled to be evaluated this year, and who reaches mutual agreement with the principal to participate in the pilot process, shall be exempt from the regular evaluation process contained in Article 14 of the Collective Bargaining Agreement for the 2018-19 school year. That member shall be deemed to have been effective for the 2018-19 school year, but shall not receive a summary evaluation.
4. Any Permanent unit member who has not been evaluated in five years per Section 14.2.1 must be evaluated during the 2018-19 school year. The Parties encourage such members who wish to participate in the pilot process to incorporate the pilot into the alternative evaluation process in Section 14.7 of the Collective Bargaining Agreement. Such members may also choose to complete the regular evaluation process, and participate in the pilot process separate and apart from the regular evaluation process.
5. Any documents related to a participating member shall not become a part of the unit member’s personnel records unless requested by a unit member.

This Sideletter shall be in effect for the 2018-19 school year only, and shall sunset on June 30, 2019.


SDEA

SDEA


Date


SDUSD

SDUSD


Date