

TENTATIVE AGREEMENT
Between
The San Diego Unified School District
And
The San Diego Education Association

Regarding 2021 Summer School Incentive Compensation and Application Deadline

May 7, 2021

WHEREAS, the Parties share a joint interest in addressing learning loss due to the impacts of the COVID-19 pandemic on traditional instruction; and

WHEREAS, the 2021 Summer School program developed by the District has been expanded, in order to address potential learning loss in students; and

WHEREAS, increased staffing will be necessary to maximize the number of students reached through the expanded summer school program; and

WHEREAS, an incentive will be provided in order to increase educator and staff participation to meet the needs of students and meet the goals of the expanded summer school program.

NOW THEREFORE, the Parties agree as follows:

1. In addition to the summer school salary rates contained in Appendix E of the Collective Bargaining Agreement, any SDEA unit member, except for visiting teachers, providing instruction or supporting the day-to-day operations for the entirety of the expanded summer school program(s), inclusive of Extended School Year (“ESY”), shall receive a one-time lump sum payment equivalent to 2.0% of their annual rate of pay for instruction provided/work performed during the expanded summer school program(s).
 - a. There are two sessions of the expanded summer school program at high school sites (June 21st - July 9th and July 12th -July 30th). Unit members who only work one of the two sessions of the expanded summer school program at high school sites shall receive half of the additional pay incentive.
2. Unit members who share a summer school assignment will each receive half of the additional pay incentive.
3. Individuals who accept summer work must work 90% of the expanded summer school program in order to receive the incentive. Absences to attend the National Education Association Representative Assembly will not be counted against a unit member when calculating the 90% requirement. Exceptional circumstances will be reviewed on a case-by-case basis.
4. The annual rate of pay shall be determined based on the employee’s rate of pay on June 30, 2021.

5. The additional incentive for work performed during the summer school program shall be paid in the August or September 2021 payroll.
6. This Agreement extends the deadline to apply for summer school assignments to May 7, 2021. Unit members who did not apply by the May 7, 2021, deadline but are interested in participating in summer school and who would like to express interest in any remaining positions can complete [this google form](#) by close of business Wednesday, May 12, 2021. Human Resources will contact any unit members who expressed interest with the remaining positions for which they are qualified.
7. All components of the current Collective Bargaining Agreement between SDEA and the District not addressed by the terms of this Agreement shall remain in full effect.
8. Given the fast-changing nature of this pandemic, the Parties may amend, delete, or add to this Agreement with mutual consent.
9. This Agreement shall expire in full without precedent on September 30, 2021.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli May 7, 2021
76F2DE76533F42E...

Jessica Falk Michelli Date
Executive Director, Labor Relations

DocuSigned by:
Acacia Thede May 7, 2021
0B6823B0574B4BF...

Acacia Thede Date
Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
Kisha Borden May 7, 2021
4619DD4E670B4FF...

Kisha Borden Date
President

DocuSigned by:
Abdul Sayid May 8, 2021
A65BF18A00CC458...

Abdul Sayid Date
Executive Director