

**Tentative Agreement
between
The San Diego Unified School District
and
The San Diego Education Association**

December 21, 2020

**UCSD Consultation, Educator Preparation and Planning Day, Phase 2 Work Groups, and
Future Phase 2 Bargaining**

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

1. Initiation of Phase Two: The Parties will consult with UCSD’s health experts prior to beginning Phase Two of reopening.
2. Educator Preparation and Planning Day. During Phases Two unit members will utilize one day per week for professional development, collaboration and planning following the student check in and assignment of asynchronous work.
 - 2.1. Each classroom educator shall spend a minimum of thirty (30) minutes checking in with students every Educator Preparation and Planning Day. Each student must receive a minimum of thirty (30) minutes of live synchronous interaction focused on asynchronous work to be assigned.
 - 2.1.1. Secondary schools may choose to identify one class for check-in each week. At the classroom educator’s discretion it is permissible to provide synchronous interactions beyond the thirty (30) minutes outlined in this section and with additional classes.
 - 2.2. The District will survey SDEA unit members to provide input on the professional development topics.
 - 2.3. During the Educator Preparation and Planning Day ninety (90) minutes may be used for professional development and staff meetings. The remainder of the day shall be used for educator preparation and planning.
 - 2.4. Educators shall have the option of working remotely, or onsite, during the Educator Preparation and Planning Day. Educators choosing to work onsite shall follow the provisions of Section 11.a, and subsections, of the July 30, 2020 Agreement between the Parties and the December 1, 2020 Addendum to the July 30, 2020 Agreement.
3. Instructional Day Work Groups for Phase Two
 - 3.1. The Parties shall convene two (2) separate Work Groups, as defined below, that will be charged with designing and recommending the schedules and format of the workday during Phase Two. The Work Groups’ recommendations shall be in conformance with this Agreement.

- 3.2. The two (2) separate Work Groups shall be composed of certificated unit members and administrators to discuss and provide recommendations in the following areas:
 - 3.2.1. PreK-5th Grade including Special Education
 - 3.2.2. 6th-12th Grade including Special Education
- 3.3. Composition: The District and SDEA shall each designate seven (7) representative certificated unit members and administrators, for a total of fourteen (14) representatives in each Work Group.
 - 3.3.1. In addition, each Party may identify an additional representative to attend the Work Group to advise on the scope of the work.
- 3.4. The Work Groups' recommendations will be used to guide the Parties' bargaining teams towards agreement.
- 3.5. The Work Groups shall meet twice per week between January 11, 2021 and January 22, 2021, and will provide recommendations to the bargaining teams no later than January 22, 2021.
 - 3.5.1 Release time will be provided to the Work Group participants.
- 3.6. Recommendations from the Work Groups shall include an educator workweek consisting of four (4) days of synchronous instruction and one (1) day of asynchronous instruction as described in the Educator Preparation and Planning Day defined in Section 2 above.
 - 3.6.1. The four (4) days of synchronous instruction shall include two (2) cohorts of students and shall adhere to the state requirements for instructional minutes.
 - 3.6.2. The provision of IEP services shall be taken into consideration when designing student cohorts.

4. Future Bargaining

- 4.1 SDEA maintains the proposals from December 17, 2020 on the following matters:
 - 4.1.1 School Nurse Staffing
 - 4.1.2 Mixed Rosters
- 4.2 SDEA intends to present proposals on the following topics:
 - 4.2.1 Health and Safety Conditions
 - 4.2.2 Accommodations and Leaves
 - 4.2.3 Elementary Preparation Time

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- 5. This Agreement is non-precedent setting.
- 6. Given the fast-changing nature of this pandemic, the Parties may amend, delete, or add to this Agreement with mutual consent.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli December 21, 2020
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Jessica Falk Michelli Date
Executive Director, Labor Relations

DocuSigned by:
Acacia Thede January 5, 2021
0B6823B0574B4BF...
Acacia Thede Date
Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
Kisha Borden December 24, 2020
4619DD4E670B4FF...
Kisha Borden Date
President

DocuSigned by:
Kyle Weinberg December 28, 2020
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Kyle Weinberg Date
Vice President

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Abdul Sayid December 30, 2020
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Abdul Sayid Date
Executive Director