

**Memorandum of Understanding
Between
The San Diego Unified School District
And
The San Diego Education Association**

Regarding Early Childhood Education Teachers' Lead Teacher Stipend

March 28, 2025

The San Diego Unified School District ("District") and the San Diego Education Association ("SDEA"), collectively referred to as the "Parties", have reached this Memorandum of Understanding ("MOU").

WHEREAS, the Parties entered into an MOU "Commingled Transitional Kindergarten ("TK4")" dated November 9, 2021, that expired in February 2025; and

WHEREAS, the Commingled Transitional Kindergarten MOU contained a term for a lead teacher stipend for Early Childhood Education unit members assigned to team teach in transitional kindergarten classrooms; and

WHEREAS, the current Collective Bargaining Agreement between the Parties will expire June 30, 2025, and the Parties are currently engaged in negotiations for a successor contract.

NOW THEREFORE, the Parties agree as follows:

1. The following term from the expired Transitional TK MOU will be extended through June 30, 2025:
Job Code and Stipend: Effective July 1, 2020, ECE unit members assigned to commingled transitional kindergarten TK4 team teaching assignments, will be assigned as Early Childhood Education Teachers. These unit members will be paid the lead teacher stipend indicated in the Collective Bargaining Agreement Appendix B, Section 5.03 for the time they serve in these assignments. The position description for Early Childhood Education Teacher is attached as Appendix A.
2. Either Party may propose in successor bargaining to negotiate regarding any terms previously contained in the expired Transitional TK MOU.
3. All components of the current Collective Bargaining Agreement between SDEA and the District not addressed by the terms of this MOU shall remain in full effect.
4. This MOU shall expire in full without precedent on June 30, 2025, unless extended by mutual written agreement.

FOR THE DISTRICT:

FOR SDEA:

DocuSigned by:
Jessica Falk Michelli May 6, 2025
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Jessica Falk Michelli Date
Executive Director, Labor Relations

Signed by:
Kristine Morshead May 5, 2025
8EAE6C255C904CC...
Kristine Morshead Date
Senior Executive Director, Human Resources

Signed by:
Anthony Saavedra May 6, 2025
33824AAB9F194C9...
Anthony Saavedra Date
Executive Director

DocuSigned by:
Kyle Weinberg May 6, 2025
68800B5262E8427...
Kyle Weinberg Date
President