



January 8, 2025

Jessica Falk Michelli  
San Diego Unified School District  
4100 Normal Street  
San Diego, CA 92103

*Via email (jfalkmichelli@sandi.net)*

Re: Cease and Desist – Work Year Change

Dear Jessica,

Earlier today you sent notification announcing that the District had made the unilateral decision to alter the 2025-26 work calendar as a result of our members announcing a strike date of February 26. Subsequently, an email was sent to the entire SDUSD community – inclusive of SDEA Bargaining Unit Members – announcing that school would be cancelled on February 26 and made up on March 9.

As you are aware, the Educational Employment Relations Acts requires the District to bargain over mandatory subjects, including the work year as upheld by PERB under case number LA-CE-4169-E. The District's decision to alter the work year without bargaining is a violation of EERA and an unfair labor practice.

In addition, Section 8.2 of the SDEA-SDUSD Collective Bargaining Agreement outlines the process by which a calendar is adopted, inclusive of SDEA unit member input and deadlines by which the calendar is set. This decision violates these provisions of the contract.

SDEA demands that the District cease and desist from its planned change to the work year, rescind the announcements sent today, and return to the *status quo ante* unless and until an agreement on whether to change the work year and on what terms is bargained with and ratified by SDEA members. Failure to do so may result in SDEA taking action to protect the legal rights of our members, up to and including the filing of an Unfair Labor Practice charge with the California Public Employees Relations Board.

Sincerely,

A handwritten signature in black ink, appearing to read "Anthony Saavedra", is written over a light blue horizontal line.

Anthony Saavedra  
SDEA Executive Director

Cc: Kyle Weinberg, SDEA President