

GRIEVANCE SETTLEMENT AGREEMENT  
SAN DIEGO EDUCATION ASSOCIATION  
AND  
SAN DIEGO UNIFIED SCHOOL DISTRICT  
January 29, 2026

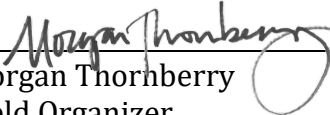
***In the matter of G-FY23-008 re: Early Childhood Education Teacher summer school pay***


The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Grievance Settlement Agreement (“Agreement”), the terms of which are as follows:


1. The Parties desire to resolve this grievance amicably and avoid additional costs associated with arbitration. Accordingly, the Parties mutually agree to resolve the dispute, without reaching the merits of the grievance.
2. Retroactive ECE Teacher Payments:
  - a. For the 2023 Summer School period, the District will pay the difference between the wages paid for summer school service and Appendix E, Column 010 and the Step each respective unit member occupied at the time.
  - b. For the 2024 and 2025 Summer School periods, The District will pay each respective unit member the difference between the wages already paid for summer school service and the Summer School and Intersession Long-Term Visiting Teacher Rate (pursuant to Appendix D, Section 2.02), if the Summer School and Intersession Long-Term Visiting Teacher Rate is higher than what they were already paid. Otherwise no additional compensation will be paid.
3. The District will cease seeking repayment from Jessica Corona and any other unit members related to summer school 2023.
4. Prospective ECE Teacher Payments:
  - a. Summer school assignments that meet the definition of Appendix E, 2.01 ( $\leq 4$  hours of instruction) the District will pay 5 hours at the ECE Teacher's hourly rate, or Summer School and Intersession Long-Term Visiting Teacher Rate (pursuant to Appendix D, Section 2.02), whichever is higher.
  - b. Summer school assignments that meet the definition of Appendix E, 2.02 ( $\geq 4$  hours of instruction) the District will pay 8 hours at the ECE Teacher's hourly rate (i.e. daily rate), or Summer School and Intersession Long-Term Visiting Teacher Rate (pursuant to Appendix

D, Section 2.02), whichever is higher.

5. Payments to be made by May 1, 2026, by a special payroll on a separate check.
6. No later than May 1, 2026, the District will provide a spreadsheet for the specific payment documentation for each unit member.
7. Effective upon execution of this Agreement, SDEA withdraws its request for information made October 26, 2023 (R-23-011).
8. This Agreement is not and shall not be construed as an admission of liability, fault or wrongdoing of any kind by any of the Parties hereto. For the purposes of this Agreement, there is no prevailing party.
9. All components of the current Collective Bargaining Agreement between the SDEA and District not addressed by the terms of this Agreement shall remain in full effect.
10. This Agreement settles Grievance G-FY23-008 in its entirety and the matter is dismissed with prejudice as of the date of this fully executed Agreement.

  
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Morgan Thornberry      1/30/26  
Field Organizer      Date  
San Diego Education Association

DocuSigned by:  
  
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Jessica Falk-Michelli      Date  
Executive Director, Labor Relations and  
Assistant General Counsel  
San Diego Unified School District

Signed by:  
  
\_\_\_\_\_  
4AB6F665E9DA4FD...      January 30, 2026  
Nicholas Felahi      Date  
Assistant General Counsel II  
San Diego Unified School District