

**Memorandum of Understanding**  
**Between the**  
**San Diego Unified School District (District)**  
**And the**  
**San Diego Education Association**

**SUPERINTENDENT SERVING AS A VISITING TEACHER**

**January 9, 2026**

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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 recognize the value of District administrators having recent experience as a classroom educator; and

**WHEREAS**, the District Superintendent regularly makes decisions that impact the daily working conditions of SDEA Unit Members and learning conditions of District students; and

**WHEREAS**, the wages, hours and terms and conditions of employment of District Visiting Teachers are outlined in Article 32 of the CBA; and

**WHEREAS**, the wages, benefits, and terms and conditions of employment of District Superintendent Dr. Fabiola Bagula (“Dr. Bagula”) are outlined in a individual employment contract.

**NOW THEREFORE**, the District and SDEA agree to the following:

1. Dr. Bagula, will serve as a Visiting Teacher up to four (4) times per year during the 2025-2026 and 2026-2027 school years.
  - 1.1 For the 2025-2026 school year these dates shall be February 9, March 12, April 13 and May 11. Any changes to this schedule will be communicated to the SDEA Executive Director of Human Resources as soon as reasonably possible.
  - 1.2 For the 2026-2027 school year the District shall notify the SDEA Executive Director of the designated dates as soon as possible, but no later than September 1, 2026.
2. Upon providing a Visiting Teacher assignment for Dr. Bagula, the District Senior Executive Director or designee shall notify the SDEA Unit Member for whom Dr. Bagula will be replacing via email. The SDEA Unit Member shall have the opportunity to decline having Dr. Bagula working as a Visiting Teacher in their classroom.

3. In the Visiting Teacher role, Dr. Bagula shall not serve in an evaluative capacity regarding the SDEA Unit Member for whom she substitutes or any other personnel at the school site.
  - 3.1. Should Dr. Bagula have concerns about the performance or classroom management of any SDEA Unit Member while she works as a Visiting Teacher, she shall utilize the process outlined in Section 14.12.: Complaints of the 2022-2025 Collective Bargaining Agreement between SDEA and the District or any comparable contract sections addressing complaints as bargained and ratified by the Parties through successor bargaining.
4. Dr. Bagula will not receive additional compensation when she serves as a Visiting Teacher.
5. 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.
6. This MOU shall expire in full without precedent on June 30, 2027, unless extended by mutual written agreement.

FOR THE DISTRICT:

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*Jessica Falk Michelli* January 13, 2026  
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Jessica Falk Michelli Date  
Executive Director, Labor Relations

Signed by:  
*Kristine Morshead* January 9, 2026  
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Kristine Morshead Date  
Senior Executive Director, Human Resources

FOR SDEA:

Signed by:  
*Anthony Saavedra* January 13, 2026  
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Anthony Saavedra Date  
Executive Director

DocuSigned by:  
*Kyle Weinberg* January 13, 2026  
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Kyle Weinberg Date  
President