

**Agreement Between
San Diego Unified School District
And
San Diego Education Association**

December 7, 2022

Side Letter Agreement On New Employee Orientations

WHEREAS, state law generally defines public sector new employee orientations as the onboarding process of newly hired unit members, whether in person, online, or through other means or mediums, in which the unit member(s) are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters (see Cal. Gov't Code § 3555(b)(3), and

WHEREAS, the Parties wish to reach an agreement on the impacts and effects of the implementation of new employee orientations moving forward, and

WHEREAS, this Agreement is intended to apply to all regular contract SDEA unit members, but not inclusive of Visiting Teachers.

NOW THEREFORE, the Parties agree as follows:

1. Notification: The District shall provide no less than thirty (30) days' notice to the SDEA President of when the annual new employee orientations have been scheduled.
2. New Employee Orientations During the School Year:
 - 2.1. Unit members hired after the first day of the instructional school year shall attend an in-person employee orientation within the first sixty (60) calendar days of their employment with the District.
 - 2.1.1. Unit members hired between July 1, 2022 through December 31, 2022, who have not yet attended an in-person New Employee Orientation in the 2022-2023 school year, must attend by March 1, 2023.
 - 2.2. Unit members attending these in-person employee orientations shall be compensated up to two (2) hours at their pro-rata rate.
 - 2.3. Newly hired unit members shall be made aware of this requirement at the time said unit member is being processed for employment with the District.
 - 2.4. Attendance at the in-person employee orientation shall be mandatory.
 - 2.5. The Association shall be granted at least thirty (30) minutes during these orientation events to meet exclusively with the bargaining unit members in attendance. The Association shall be provided its own private adequate meeting space.
3. This Agreement shall be in effect starting on December 1, 2022, and through June 30, 2025.

4. Disputes over any provision(s) in this Agreement shall be resolved through the Parties' Grievance Procedures codified in Article 15 of the Parties' Collective Bargaining Agreement.
5. The terms of the Collective Bargaining Agreement between SDEA and the District not amended by the terms of this Agreement shall remain in effect as required by the Educational Employment Relations Act while the Parties continue to bargain for a successor agreement.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli December 12, 2022
76F2DE76533F42E...
Jessica Falk Michelli Date
Executive Director, Labor Relations

DocuSigned by:
Acacia Thede December 8, 2022
0B6823B0574B4BF...
Acacia Thede Date
Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
Kyle Weinberg December 8, 2022
68800B5262E8427...
Kyle Weinberg Date
President

DocuSigned by:
Abdul Sayid December 9, 2022
A65BF18A00CC458...
Abdul Sayid Date
Executive Director