

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

June 24, 2021

**Memorandum of Understanding
Incentive for Hard to Staff Positions**

1. New Hire Incentive: The Parties recognize the importance of high quality educators in hard to staff areas and are committed to removing barriers to employment as follows:
 - 1.1. Unit members who sign a new employment agreement with the District within the following hard to staff areas and with an offer of employment with a start date between August 1, 2021 and March 15, 2022, shall be eligible to receive a four-thousand dollar (\$4,000) new hire incentive:
 - 1.1.1. School Nurse
 - 1.1.2. Special Education Credentialed Unit Members, including but not limited to: Early Childhood Special Education, Education Specialist: Mild/Moderate, Education Specialist: Moderate/Severe, Adaptive Physical Education, Speech and Language Pathologists, Visual Impairment, Deaf and Hard of Hearing, School Psychologists, Physical Impairment
 - 1.2. The incentive above shall be paid in two equal lump sum payments, the first shall be paid with their first payroll, and the second in the month the unit member completes two (2) calendar years of service in the District. Unit Members who are non-reelected, resign, retire or otherwise separate from the district before completing two (2) calendar years of service shall not receive the second payment.

The intent of this language is to ensure the employee completes two years of service. The two years shall be counted from the month of hire to the 24th month of service inclusive of the summer months. For instance, if an employee's first day of work is December 1, 2021, they would receive the first payment with their first payroll (December 2021 in this example). The second payment would be paid in the December 2023 payroll.

2. Incentive for Voluntary Transfer into Special Education Assignment:
 - 2.1. Unit members currently teaching in general education who also hold a special education credential and notify Human Resources between May 1, 2021 and October 31, 2021 of their willingness to be transferred and assigned to teach in a special education assignment shall receive a four-thousand dollar (\$4,000) incentive as follows:
 - 2.1.1. This incentive shall be paid in two equal lump sum payments, the first shall be paid with their first payroll in the special education assignment, and the second in the month the unit member completes two (2) calendar years of service in a special education assignment. Unit Members who are excessed and do not accept an available special education assignment during the post and bid process, voluntarily transfer out of a special education assignment, are non-reelected, resign, retire or otherwise separate from the District before completing two (2) calendar years of service in special education shall not receive the second payment.

Language written in italics is intent language and will not be included in contract language.

The intent of this language is to ensure the employee completes two years of service in special education. If the employee is excessed they must make every effort to obtain another special education assignment through post and bid. The two years shall be counted from the month of hire to the 24th month of service inclusive of the summer months. For instance, if an employee's first day of work is December 1, 2021, they would receive the first payment with their first payroll (December 2021 in this example). The second payment would be paid in the December 2023 payroll.

- 3. All components of the current Collective Bargaining Agreement between SDEA and the District not addressed by the terms of this Agreement shall remain in full effect.
- 4. This Agreement is non-precedent setting.
- 5. This Agreement shall expire in full without precedent on March 31, 2024.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli June 25, 2021
76F2DE76533F42E...

 Jessica Falk Michelli Date
 Executive Director, Labor Relations

DocuSigned by:
Acacia Thede June 25, 2021
0B6823B0574B4BF...

 Acacia Thede Date
 Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
Kisha Borden June 25, 2021
4619DD4E670B4FF...

 Kisha Borden Date
 President

DocuSigned by:
Abdul Sayid June 25, 2021
A65BF18A00CC458...

 Abdul Sayid Date
 Executive Director

Language written in italics is intent language and will not be included in contract language.