

**Sideletter
Between
The San Diego Unified School District
And
The San Diego Education Association**

**Temporary Rate Increase for Visiting Teachers
January 13, 2022**

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Sideletter of Agreement (“Agreement”) regarding the temporary increase for the rates of pay for visiting teachers.

WHEREAS, the COVID pandemic has reduced the eligible pool of visiting teachers throughout San Diego County, including the District; and,

WHEREAS, the Parties acknowledge the need for additional visiting teacher staffing, and;

WHEREAS, the District needs to maintain competitive pay rates to ensure visiting teachers accept assignments offered; and,

WHEREAS, there exists a staffing shortage of visiting teachers willing to take up assignments to cover classes when the regular teacher is absent and;

NOW THEREFORE, the Parties agree as follows:

1. Appendix D Pay Increase for the Remainder of the 2021-22 School Year: Effective January 3, 2022 through June 30, 2022 the visiting teacher daily rates shall be increased as follows:

1.1. Day-to-Day Visiting Teachers \$250.00

1.2. Established Visiting Teachers \$275.00

1.2.1. Established day-to-day visiting teachers are employees who, in one (1) School year, work more than fifty percent (50%) of the instructional days, in any certificated setting. Upon completion of the required fifty (50%), the rate of pay shall increase to this rate for future day-to-day assignments for the remainder of the current school year.

1.3. Long-Term Visiting Teachers \$300.00

1.3.1. Long-term visiting teachers are those visiting teachers who complete more than five (5) days of certificated assignments.

2. 2021-2022 Resident Visiting Program.

2.1. Effective January 3, 2022, the 2021-2022 Resident Visiting Teacher Program Side Letter (attached) is amended to change the daily rate of pay for Resident Visiting Teachers to \$300.00.

2.2. All other terms of the 2021-2022 Resident Visiting Teacher Program remain in effect through June 30, 2022.

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 is a one-time, non-precedent setting agreement limited to the pay for Visiting Teachers from January 3, 2022 through June 30, 2022.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli January 14, 2022
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Jessica Falk Michelli Date
Executive Director, Labor Relations

DocuSigned by:
Acacia Thede January 13, 2022
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Acacia Thede Date
Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
Kisha Borden January 13, 2022
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Kisha Borden Date
President

DocuSigned by:
Kyle Weinberg January 14, 2022
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Kyle Weinberg Date
Vice President

DocuSigned by:
Abdul Sayid January 14, 2022
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Abdul Sayid Date
Executive Director

**2021- 2022 Visiting Resident Teachers
Sideletter of Agreement
Between
The San Diego Unified School District
&
The San Diego Education Association
*August 26, 2021***

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Sideletter of Agreement (“Agreement”) regarding the use of visiting teachers during the 2021-2022 School Year.

WHEREAS, the COVID pandemic has reduced the eligible pool of visiting teachers throughout San Diego County, including the District; and,

WHEREAS, substitute employees may be employed by more than one school district in San Diego County; and,

WHEREAS, the District needs to be competitive in both pay and opportunity to work in order to ensure visiting teachers accept assignments offered by the District; and,

WHEREAS, the Parties have agreed to implement a Resident Visiting Teacher Program to provide dedicated substitute teacher(s) to cover each school.

NOW, THEREFORE, the Parties agree to the following:

1. The Resident Visiting Teacher Program shall be in effect August 30, 2021 through June 30, 2022.
2. One or more Resident Visiting Teachers may be assigned to a school. Schools may select Resident Visiting Teachers from the District’s eligible Visiting Teachers list/pool.
3. Additional Resident Visiting Teachers will be assigned to schools with more than 700 students enrolled, or those schools that have a low visiting teacher assignment fill rate (Attachment A).
4. Resident Visiting Teachers are defined as visiting teachers who work primarily at one school location to cover absences due to injury or illness of one or more teachers.
5. Resident Visiting Teachers are Visiting Teachers as defined by Article 32 per the current collective negotiations agreement.
6. Resident Visiting Teachers shall be required to perform the typical duties of a day- to-day visiting teacher as well as:
 - a. Write or revise lesson plans to deliver instruction in the absence of a lesson plan.
 - b. Supervise one or more classes in a learning lab setting in the event more than one educator is absent and day- to-day substitutes are not available at the assigned site.

7. Resident Visiting Teachers who are required to attend training outside of the work day shall be compensated \$35.63 per hour.
8. Supervision and Evaluation for the Resident Visiting Teachers shall be conducted by the site administrator at the assigned school, in accordance with the requirements of Parties' Collective Bargaining Agreement; the Human Resource Services Division shall support school administrators in these activities.
9. Resident Visiting Teachers shall be provided a daily assignment for the 2021- 2022 school year so long as the employee's performance is satisfactory and the employee remains eligible for the assignment.
10. If a Resident Visiting Teacher's performance is unsatisfactory or they are no longer eligible for the assignment, any future confirmed assignments will be cancelled.
11. The daily rate for Resident Visiting Teachers shall be \$285.00 per day.

All components of the current Collective Bargaining Agreement between SDEA and the District not addressed by the terms of this Side Letter shall remain in full effect.

The Parties may amend, delete, or add to this Agreement with mutual consent.

This Sideletter shall expire in full without precedent on June 30, 2022, unless extended by mutual written agreement.

This is a one-time, non-precedent setting agreement limited to the terms of this agreement.

FOR THE DISTRICT:

DocuSigned by:
Acacia Thede August 27, 2021
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Acacia Thede Date
 Chief Human Resource Officer

DocuSigned by:
Jessica Falk Michelli August 27, 2021
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Jessica Falk Michelli Date
 Executive Director, Labor Relations

FOR SDEA:

DocuSigned by:
Abdul Sayid August 27, 2021
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Abdul Sayid Date
 Executive Director

DocuSigned by:
Kisha Borden August 27, 2021
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Kisha Borden Date
 President

Attachment A

Schools with Enrollment* Over 700 Students

304	CORREIA	701
80	DANA	716
217	ERICSON	717
86	DINGEMAN	719
127	GRANT	725
317	MUIRLANDS	730
90	E. B. SCRIPPS	746
327	DE PORTOLA	761
321	PERSHING	786
302	BELL	802
328	WANGENHEIM	813
324	ROOSEVELT	822
230	ROSA PARKS	831
310	CPMA	870
325	STANDLEY	876
312	MANN	878
358	LOGAN MEMORIAL	883
303	CHALLENGER	903
332	CLAIREMONT	906
322	CLARK	914
346	MADISON	953
125	ZAMORANO	957
311	LEWIS	1,038
170	LANGUAGE ACADEMY	1041
334	CRAWFORD	1,139
350	MISSION BAY	1,190
342	LA JOLLA	1,299
368	SCPA	1,338
3637	LINCOLN	1,347
3732	KEARNY COMPLEX	1,389
357	SERRA	1,426
308	MARSHALL	1,433
355	UNIVERSITY CITY	1,738
354	POINT LOMA	1,795
352	MORSE	1,805
359	SCRIPPS RANCH	2,014
338	HOOVER	2,244
349	MIRA MESA	2,358

3743	SAN DIEGO COMPLEX	2,565
336	HENRY	2,573

** Enrollment taken from the preliminary enrollment allocation January 2021.*

Schools that have a low visiting teacher assignment fill rate

341	MILLENNIAL TECH
33	BOONE
185	PERKINS
326	TAFT
287	WEBSTER

**Love visiting teacher assignment rate as determined by the percentage of unfilled substitute assignments in the 2019-202 school year; data verified by the Human Resource Services Division.

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3743	SAN DIEGO COMPLEX	2,565
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**Low visiting teacher assignment rate as determined by the percentage of unfilled substitute assignments in the 2019-2020 school year; data verified by the Human Resource Services Division.