

**Side Letter Agreement
Between The
San Diego Unified School District
And The
San Diego Education Association**

**Speech-Language Pathologist and School Psychologist Job Sharing
for the 2024-2025 School Year**

May 7, 2024

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Side Letter Agreement (“Agreement”) related to Speech-Language Pathologists (“SLPs”) and School Psychologists (“Psychologists”) job sharing for the 2024-2025 school year.

WHEREAS, the Parties acknowledge that due to staffing and financial constraints Voluntary Reduction requests will not be approved for SLPs or Psychologists for the 2024-2025 school year; and

WHEREAS, in lieu of voluntary reductions in 2024-2025, SLPs and Psychologists may participate in a job share as an alternative.

NOW THEREFORE, the Parties agree to the following:

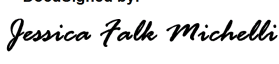
1. For the 2024-2025 school year, three (3) SLPs or three (3) Psychologists may share two (2) assignments.
2. The approval process shall follow Section 21.2 of the Collective Bargaining Agreement (“CBA”).
3. The health and welfare benefits available to each job sharing unit member are determined by the actual time worked, but shall not exceed the cost of the equivalent of two (2) positions’ entitlement to health and welfare benefits. The job sharing unit members must work with the Benefits Department and all agree to either:
 - a. One (1) unit member in the job share triad waiving health and welfare benefits; or
 - b. The three (3) unit members in the job share triad retaining health and welfare benefits by each paying their prorated cost share of the monthly premium based on their FTE.

For example, if all partners in a .80 FTE / .60 FTE / .60 FTE partnership want to keep health coverage, the .60 FTE partners would each pay 40% of the premium cost for the plan(s) they select and the .80 FTE partner would pay 20% of the premium cost for the plan(s) they select. If one of the three partners decides to waive their rights to health coverage, then the remaining partners would each have health paid 100% by the district.

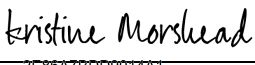
4. Unit members shall have the responsibility to find their job share partners in concert with Section 21.6 of the CBA.

5. For the purposes of allowing time to implement this Agreement, the Parties agree to modify the following timelines:
 - a. CBA Section 21.2.3: The May 1 deadline to present a written plan for a job sharing assignment shall be extended to May 10, 2024 for SLPs and May 13, 2024 for Psychologists.
 - b. SLP PGT Post and Bid Guidelines Section 3.5: The 10 calendar days for SLPs to review and bid on available assignments shall be shortened to 5 calendar days.
 - c. SLP PGT Post and Bid Guidelines Section 3.5.2: The 2 days for SLPs to submit an initial revision to their Post and Bid Preference Form shall be shortened to 1 day.
 - d. CBA Section 12.13.4 and SLP PGT Post and Bid Guidelines Section 3.6: Assignments for the 2024-2025 school year will be made by the last day of the SLPs' work year calendar (June 7, 2024) in lieu of the last day of the school year calendar.
 - e. CBA Section 12.13.4 and Psychologist PGT Post and Bid Guidelines Section 12.13.4: Assignments for the 2024-2025 school year will be made by the last day of the Psychologists' work year calendar (June 14, 2024) in lieu of the last day of the school year calendar.
6. Day-to-day absences and long-term leaves of absence shall be governed by the respective SLP and Psychologist PGT guidelines. CBA Sections 21.4.1 and 21.5 shall not apply.
7. The provisions of CBA Section 21.4.2 shall only apply to the site(s) where a job sharing unit member is assigned.
8. All components of the current CBA between SDEA and the District not addressed by the terms of this Agreement shall remain in full effect.
9. This Agreement is non-precedent setting.
10. This Agreement shall expire in full without precedent on June 30, 2025.

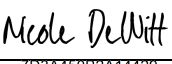
FOR THE DISTRICT:

DocuSigned by:

 May 8, 2024

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 Jessica Falk Michelli Date
 Executive Director, Labor Relations

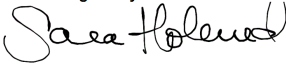
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 May 8, 2024

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 Kristine Morshead Date
 Senior Executive Director,
 Human Resources

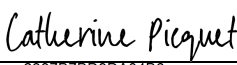
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 May 8, 2024

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 Nicole DeWitt Date
 Executive Director,
 Thriving School Communities

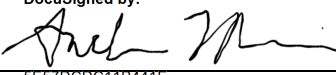
FOR SDEA:

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 May 8, 2024

 608D18CA96BD4C1...
 Sara Holerud Date
 Field Organizer, SDEA

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 May 8, 2024

 2387B7BD9DA04B6...
 Catherine Picquet Date
 Speech-Language Pathologist
 Association Representative

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 May 8, 2024

 5E57DCDC11B441E...
 Andrew Melia Date
 School Psychologist
 Association Representative