

**Memorandum of Understanding  
Proposal From  
The San Diego Unified School District  
To  
The San Diego Education Association**

**SDEA Proposal Passed February 22, 2024  
District Proposal Passed March 21, 2024  
SDEA Proposal Passed March 21, 2024  
District Proposal Passed April 18, 2024  
SDEA Proposal Passed April 18, 2024  
District Proposal Passed May 16, 2024  
SDEA Proposal Passed May 16, 2024**

**Housing Supports**

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”) regarding ~~the implementation of a housing supports.~~

WHEREAS, the cost of living in San Diego ranks among the most expensive cities in the United States is adversely impacting both SDEA Unit Members and SDUSD students; and

~~WHEREAS, the District, with its land holdings within its boundaries, has an opportunity to support both its students and staff with tangible solutions to help alleviate the challenge of housing insecurity and homelessness among students and staff; and~~

WHEREAS, supporting educators, particularly those new to the District, in meeting their housing needs may aid the District in its educator recruitment efforts, ~~especially during this educator shortage; and~~

WHEREAS, in 2022, the voters of the City of San Diego passed Measure U, a ~~\$3.2 billion~~ general obligation bond measure intended, in part, to “[a]cquire and construct teacher and workforce housing and related facilities”; and

NOW, THEREFORE, the Parties agree as follows:

1. **Student Housing Supports:** The Parties shall work collaboratively with the intention of coordinating school-based support for unhoused youth and resources for student families facing housing insecurity or housing-related emergencies.
  - 1.1. **Safe Sleeping Sites:** The District shall partner with the City of San Diego to establish at least 2 safe sleeping parking site(s) on District property to accommodate unhoused SDUSD-District students and the families (e.g., parents, guardians, caregivers) of those students ~~by December 31, 2024~~ **by June 30, 2025.**

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1.2. **School Space for Housing-Related Programming:** The District shall ~~make available excess school space accessible to~~ intends to explore potential partnerships with local community organizations providing that provide tenants' rights clinics, counseling services, and housing assistance, and provide access to suitable District properties to deliver such services to District students and families in accordance with applicable regulations and laws. ~~The District shall explore potential partnerships with these organizations and student and family support organizations to increase available programming and services.~~

1.3. **Support for Unhoused and Housing-Insecure District Students and Their Families:** The District shall explore housing supports for unhoused and housing-insecure students enrolled in ~~SDUSD~~ the District and their families including, but not limited to, expanded partnerships with the City and County of San Diego and local community organizations; that provide additional safe sleeping sites, rental assistance, and outreach to identify students facing housing insecurity and increased staffing support ~~to connect SDUSD-District students and the families of those students to housing programs and services.~~

2. **Workforce Housing: The Parties agree to the following for workforce housing funded exclusively with Measure U funds:**

2.1. Fifty percent (50%) of the **workforce housing units funded exclusively by** ~~developed and/or acquired~~ **Measure U** ~~workforce housing units~~ will be designated specifically for SDEA Unit Members.

3. **Joint Advisory Committee on Workforce Housing Supports:** The Parties shall establish **an advisory** ~~Joint~~ **Committee on Workforce** Housing Supports (“Committee”) **by August 15, 2024.**

3.1. The Committee shall be comprised of:

3.1.1. Up to three (3) SDEA bargaining unit ~~members~~ representatives appointed by SDEA; and

3.1.2. Up to three (3) SDUSD employees appointed by SDUSD ~~representatives~~ appointed by each of the other respective District recognized bargaining units.

3.1.3. District representatives shall attend Committee meetings to serve as subject matter experts to ~~the committee’s meetings~~ **provide information to the Committee.**

3.2. ~~Committee Scope of Responsibilities and Roles~~

3.2.1. ~~The Committee may~~ **shall** discuss the following topics related to workforce housing:

3.2.1.1. Development of ~~Subsidized~~ **Below-Market-Rate Rent** Workforce Housing Units

3.2.1.2. **The number of Workforce Housing Units to be developed**

3.2.1.3. Management of Workforce Housing Units

3.2.1.4. The availability and appropriateness of District-owned land for developing workforce housing

3.2.2. The Committee shall, no later than ~~December~~ **February 1, 2025,** make recommendations to the ~~SDUSD-District~~ Board of Education on the following:

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- 3.2.2.1. Eligibility criteria for selecting and maintaining Workforce Housing tenants, aligned with ~~this Agreement and~~ applicable laws.
  - 3.2.2.2. **Potential Options to Co-Mingle Below-Market-Rate Rent Workforce Housing with Market Rate & Affordable Housing Units. Workforce Housing Supports**
  - 3.2.2.3. **Mechanism to Set Below-Market-Rate Rent for Workforce Housing Units. Rent Subsidy**
  - 3.2.2.4. **All of the items covered in the scope section (Section 3.2.1) above.**
- 3.3. ~~Plan Development and Adoption:~~ No later than June 30, 2025, the District ~~Board of Education~~ shall ~~adopt~~ present to the Board of Education a comprehensive plan for implementing the Workforce Housing component of Measure U that considers the Committee's recommendations.

- 4. Nothing in this MOU amends or modifies the terms of the current Collective Bargaining Agreement between SDEA and the District.
- 5. This MOU is non-precedent setting.
- 6. The Parties may amend, delete, or add to this MOU with mutual consent.
- 7. This MOU shall expire in full without precedent on June 30, 2025, unless extended by mutual written agreement.

FOR THE DISTRICT:

FOR SDEA:

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