

**Memorandum of Understanding
Between
The San Diego Unified School District
And
The San Diego Education Association**

May 23, 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 housing supports.

WHEREAS, the cost of living in San Diego ranks among the most expensive cities in the United States; and

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

WHEREAS, in 2022, the voters of the City of San Diego passed Measure U, a 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: By June 30, 2025, the District shall partner with the City of San Diego to establish safe parking site(s) on District property to accommodate unhoused District students and the families (e.g., parents, guardians, caregivers) of those students.
 - 1.2. School Space for Housing-Related Programming: The District intends to explore potential partnerships with local community organizations 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.
 - 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 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 to connect 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 Measure U will be designated specifically for SDEA Unit Members.

3. Advisory Committee on Workforce Housing Supports: The Parties shall establish an advisory Committee on Workforce Housing Supports (“Committee”) by September 3, 2024.
 - 3.1. The Committee shall be comprised of:
 - 3.1.1. Up to six (6) SDEA bargaining unit representatives appointed by SDEA; and
 - 3.1.2. Up to six (6) total representatives appointed by and inclusive of the other District-recognized bargaining units.
 - 3.1.3. District representatives shall attend Committee meetings to serve as subject matter experts to provide information to the Committee.
 - 3.2. Committee Scope and Roles:
 - 3.2.1. The Committee shall, no later than February 1, 2025, make recommendations to the District Board of Education, which may include any of the following:
 - 3.2.1.1. Eligibility criteria for selecting and maintaining workforce housing tenants, aligned with applicable laws.
 - 3.2.1.2. Potential options to co-mingle below-market-rate rent workforce housing with market rate and affordable housing units.
 - 3.2.1.3. Mechanism to set below-market-rate rent for workforce housing units.
 - 3.2.1.4. Development of below-market-rate rent workforce housing units.
 - 3.2.1.5. The number of workforce housing units to be developed.
 - 3.2.1.6. Management of workforce housing units.
 - 3.2.1.7. The availability and appropriateness of District-owned land for developing workforce housing.
 - 3.3. Plan Development: No later than June 30, 2025, the District shall present to the Board of Education a 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:

DocuSigned by:

Jessica Falk Michelli

May 24, 2024

Jessica Falk Michelli

Date

Executive Director, Labor Relations

DocuSigned by:

Kristine Morshead

May 24, 2024

Kristine Morshead

Date

Senior Executive Director, Human Resources

FOR SDEA:

DocuSigned by:

Abdul Sayid

May 24, 2024

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Date

Executive Director, SDEA

DocuSigned by:

Kyle Weinberg

May 24, 2024

Kyle Weinberg

Date

President, SDEA

DocuSigned by:

Stacy Hernandez

May 24, 2024

Stacy Hernandez

Date

Bargaining Chair, SDEA