

**Memorandum of Understanding
Between
The San Diego Unified School District
&
The San Diego Education Association
Mandatory Annual Trainings**

October 15, 2024

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 ~~an increase in~~ mandatory annual trainings starting with the 2024-25 school year.

~~WHEREAS, in 2021 the District required SDEA unit members to complete 123 minutes of annual online employee trainings;~~

~~WHEREAS, in October 2022 the District discovered an unauthorized individual accessed the District’s computer network and student records;~~

~~WHEREAS, as a result of the data breach, SDEA unit members are required to complete annual trainings that cover Email and Messaging Safety, Cybersecurity Overview, and FERPA: Confidentiality of Records;~~

WHEREAS, through forthcoming changes to state law, audit findings, and other requirements, the District is obligated to provide additional annual training to District employees;

WHEREAS, at the start of the 2024-25 school year, SDEA unit members were notified of the need to complete 361 minutes of mandatory online employee training;

~~WHEREAS, the Parties recognize an increase in workload resulting from the increase in annual trainings;~~

WHEREAS, the parties have reached this impacts and effect agreement to apply to unit members of SDEA who are required to complete ~~additional~~ **mandatory** trainings;

NOW, THEREFORE, the Parties agree to the following:

- 1. The District notified unit members of the mandatory annual trainings on August 13, 2024, in advance of the September 15th notification deadline to allow for additional time for unit members to complete the trainings.**
- 2. Pursuant to state law, Mandated Reporter training must be completed within the first six (6) weeks of the school year or, for educators hired after the first day of school,**

within the first six (6) weeks of employment. For the 2024-2025 school year, the Mandated Reporter training was to be completed by September 23, 2024.

3. For the 2024-2025 school year, for all additional trainings other than the Mandated Reporter training, the District will extend the deadline from December 31, 2024 to May 30, 2025, for unit members to complete the trainings.
4. ~~Unit members may complete any of the annual trainings during the 8-hour workday.~~
5. The District will send periodic reminders throughout the school year to unit members who have not completed the required trainings.

6. ~~In addition to the requirements of Section 8.6.6 of the District-SDEA Collective Bargaining Agreement, the District shall reserve three (3) minimum/modified days each school year for unit members to complete mandatory trainings.~~
7. ~~No later than November 1, 2024, School Principals shall notify unit members of the minimum/modified days being reserved for the completion of mandatory trainings in the 2024-25 school year.~~
8. ~~Starting with the 2025-26 school year, School Principals shall notify unit members of the minimum/modified days being reserved for the completion of mandatory trainings within the first five (5) work days of the school year.~~

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

This agreement is non-precedent setting.

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

This MOU resolves the negotiable and grievable effects of the ~~increase in cybersecurity~~ mandatory trainings.

FOR SDEA:

FOR THE DISTRICT:
