

## GRIEVANCE SETTLEMENT AGREEMENT

June 25, 2024

### Grievance No. G-FY23-006

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”) bargaining unit, on behalf of Early Childhood Special Education Teachers (“Grievant”), collectively referred to as the “Parties,” have reached this Grievance Settlement Agreement (“Agreement”) regarding caseload overages in the 2022-2023 school year.

The Parties desire to resolve this grievance amicably at the lowest level and to avoid the costs associated with arbitration. Accordingly, the Parties mutually agree to resolve the dispute, without reaching the merits of the grievance, with the terms set forth below:

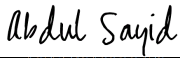
1. An Early Childhood Special Education Teacher who had a caseload exceeding sixteen (16) students between January 2023 through June 2023 shall be compensated as follows:
  - 1.1. Five-hundred dollars (\$500) per month for a caseload of seventeen (17) to eighteen (18) students.
  - 1.2. Seven-hundred dollars (\$700) per month for a caseload of nineteen (19) to twenty (20) students.
  - 1.3. Nine-hundred dollars (\$900) per month for a caseload exceeding twenty (20) students.
2. In order to qualify for the compensation outlined in Section 1 above, the overage must have extended for at least two weeks within the month.
3. Educators identified as meeting the criteria in Sections 1 and 2 above are listed in Exhibit A. The District shall issue payments in accordance with Exhibit A by August 30, 2024.


This Agreement, together with the Agreement signed on May 10, 2023, settle G-FY23-006 in its entirety, and any current or future demand for arbitration is irrevocably waived as of the date of this fully executed Agreement.


This Agreement is non-precedential and only addresses the allegations and facts of this Grievance.

This Agreement is not, and shall not be construed as an admission of liability, fault, or wrongdoing of any kind by any of the Parties hereto.

For the purposes of this Agreement, there is no prevailing party.

DocuSigned by:  
  
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Abdul Sayid June 27, 2024  
Date  
Executive Director  
San Diego Education Association

DocuSigned by:  
  
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Adrianna McGinley June 26, 2024  
Date  
Labor Relations Specialist  
San Diego Unified School District

DocuSigned by:  
  
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Julia Capper June 27, 2024  
Date  
SDEA Association Representative, ECSE

## G-FY23-006 (22/23 ECSE Caseloads) - Exhibit A

School Site	Educator	Empl ID#	ECSE/PREK	Qualifying Caseload Overages per Month					
				Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23
Adams Elementary	Calonis, Alyssa Marie	112229	SDC_ECSE	-	-	-	17	18	18
Alcott Elementary	Verdin, Kimberly P	116892	SDC_ECSE	-	-	17	18	21	21
Balboa Elementary	Gonzales, Yvonne Marie	136163	SDC_ECSE	-	-	-	17	17	17
Balboa Elementary	Torres, Maria D	113035	SDC_ECSE	-	-	-	17	19	19
Cabrillo Elementary	Kelly, Sarah Jayne	144671	SDC_ECSE	-	-	-	17	17	17
Carver Elementary	Mitchell, Deyanira L	179608	SDC_ECSE	-	17	17	17	18	18
Central Elementary	Bonggat, Penelope N	127175	SDC_ECSE	17	17	17	17	18	18
Chollas/Mead Elementary	Donahue, Teri Lynn	106742	SDC_ECSE	-	-	-	-	18	18
Clairemont Canyons Academy	Carrizales, Gustavo Zamora	172194	SDC_ECSE	-	-	-	17	19	19
Clairemont Canyons Academy	Gaspar, Kelly Nicole	174140	SDC_ECSE	-	-	-	17	18	18
Clairemont Canyons Academy	So, Fanny Laifan	133891	SDC_ECSE	-	-	18	19	19	19
Dingeman Elementary	Marsella, Joseph E	116384	SDC_ECSE	20	21	21	21	22	22
Ericson Elementary	Chiles, Debora Ann	102612	SDC_ECSE	-	-	-	18	18	18
Ericson Elementary	Jackson, Vanessa	152976	SDC_ECSE	-	-	-	18	19	19
Johnson Elementary	Martinez Gonzalez, Refugio	167294	SDC_ECSE	-	-	-	-	-	17
Jonas Salk Elementary	Paz, Sonia M	129005	SDC_ECSE	-	18	18	18	18	18
Jones Elementary	Morales, Caroline	165269	SDC_ECSE	17	17	17	18	20	21
Kumeyaay Elementary	Riley, Katherine Anne	165268	SDC_ECSE	-	17	17	18	18	18
Kumeyaay Elementary	Smith, Jill Kathleen	144553	SDC_ECSE	-	-	-	17	17	17
Linda Vista Elementary	Choi, Miri Kim	161218	SDC_ECSE	-	-	-	-	17	17
Miller Elementary	Shiple, Sabrina Louise	156542	SDC_ECSE	18	19	19	19	21	21
Normal Heights Elementary	Watson, Julie Renee	128844	SDC_ECSE	-	-	-	-	-	17
Oak Park Elementary	Salinas, Jessica Lynne	165593	SDC_ECSE	-	-	17	17	18	18
Pacific View Leadership Elem	Mesa, Stephanie McCallum	160498	SDC_ECSE	-	-	-	17	17	17
Paradise Hills Elementary	Wilcox, Rebecca Anne	161762	SDC_ECSE	-	-	17	17	18	19
Perkins K-8	Keyes, Kandice	148991	SDC_ECSE	-	-	-	17	18	19
Rowan Elementary	Milner, Crystol Lee	136877	SDC_ECSE	-	-	-	-	17	17
Webster Elementary	Colburn, Anne J	105235	SDC_ECSE	-	-	-	17	17	17
Whittier K-12	Johannsen, Kaitlin Elizabeth	144786	SDC_ECSE	-	-	-	17	18	17
Alcott Elementary Preschool	Costelow, Trisha	139885	EC_PRE_K	-	19	19	19	20	20
Cabrillo Elementary State Preschool	Gearhart, Constance	102981	EC_PRE_K	-	-	-	-	17	-
Cherokee Point Elementary State Preschool	Grande, Monica	136286	EC_PRE_K	-	-	-	18	18	18
Chollas--Mead Elementary State Preschool	Perkins, Angela	114461	EC_PRE_K	-	-	-	19	19	18
Emerson-Bandini Elementary State Preschool	Alvarez, Cynthia	125954	EC_PRE_K	-	-	-	-	17	17
Johnson Elementary State Preschool	Bracamontes, Claudia	160455	EC_PRE_K	-	-	-	17	19	19
Kimbrough Elementary State Preschool	Secola, Sinai	142688	EC_PRE_K	-	18	18	18	18	17
Linda Vista Elementary State Preschool	Saft, Emily	137089	EC_PRE_K	-	-	-	-	18	18
Porter Elementary State Preschool	Gallegos, Christina	166920	EC_PRE_K	-	-	-	19	20	20
Sherman Elementary State Preschool	Gomez, Daniella	116866	EC_PRE_K	-	17	-	-	19	19
Webster Elementary State Preschool	Reyes, Juan	121230	EC_PRE_K	-	-	-	18	19	19

Key:
1-2 over
3-4 over
5+ over