

**SIDE LETTER
BY AND BETWEEN
THE SAN DIEGO UNIFIED SCHOOL DISTRICT
&
THE SAN DIEGO EDUCATION ASSOCIATION

TEACH LEAD SAN DIEGO RESIDENCY PROGRAM**

April 25, 2024

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have agreed to this Side Letter of Agreement (“Agreement”) for the implementation of the TEACH LEAD San Diego Residency Program for the 2024- 2027 school years.

WHEREAS, Education Code 44415 authorizes the funding of the Teacher Residency Grant Program to the California Commission on Teacher Credentialing (“CTC”); and,

WHEREAS, the San Diego Unified School District was awarded the Teacher Residency Capacity Grant in 2022 and the Teacher Residency Implementation Grant in 2023; and,

WHEREAS, these funds are one-time grants established to develop teacher residency programs with funding available for encumbrance until June 30, 2027 in support of improving access to designated shortage fields and supporting local efforts to recruit, develop support systems for, provide outreach communication strategies and retain a diverse teacher workforce that reflects the local community’s diversity; and,

WHEREAS, the San Diego Unified School District has not yet reached its goals to increase the diversity of its teachers has identified shortage fields in special education, bilingual education, mathematics, science, and the visual and performing arts, and wishes to recruit and retain educators; and,

WHEREAS, the Education Code identifies uses for the funding and requires the District to match the grant award and holds the District accountable through annual reporting; and,

WHEREAS, the Parties commit to a residency program designed to increase the diversity of educators in the San Diego Unified School District by providing an experience that builds professional practice through a preservice clinical model guided by a high quality mentor teacher and rooted in culturally sustaining pedagogy and equity consciousness; that limits the uncertainty that may be experienced due to financial barriers; that guarantees a pathway to employment and ensures the educators continue to develop throughout their career.

NOW, THEREFORE, the Parties agree to the following:

1. Pilot Schools. The District was awarded grant funding available until June 30, 2027 to develop a teacher residency program. The following five schools will participate in the 2024-2025 pilot year: Freese Elementary, Boone Elementary, Bell Middle School, Logan Memorial Educational Campus- Middle School, Morse High School.

2. Definitions:

- a. Resident Teacher. A preservice teacher who participates in one (1) year of student teaching guided by a Mentor Teacher.
- b. Mentor Teacher. An experienced educator who commits to supporting a Resident Teacher for at least one (1) academic year.
- c. Residency Team Teaching. Residents and Mentors will participate in collaborative teaching. Residents earning a dual credential will have both a general education and special education Mentor. Both Mentors and Residents will participate in co-planning and co-teaching.

3. TEACH LEAD San Diego Advisory Group Participation. SDEA will have three unit members assigned to the Advisory Group. Members of the advisory group will monitor the implementation of the Residency Program ensuring residents are provided an experience that builds professional practice through a preservice clinical model guided by a high quality mentor teacher and rooted in culturally sustaining pedagogy and equity consciousness.

4. Mentor Teacher Selection and Stipend.

- a. Selection Process. The district, in collaboration with the site administrator, will hold information sessions at all residency sites and provide a mentor interest form.
 - i. Educators interested in becoming a Mentor Teacher will be invited to a mentor interview.
 - ii. Mentor Teachers must meet the experience requirements outlined by the authorizing legislation and will be selected through a competitive process outlined by the Advisory Group.
 - iii. Mentor Teachers will be selected based on interview, credential area, and site administrator recommendation.
 - iv. Mentor Teachers shall only serve on a voluntary basis. No educator shall be compelled to serve as a Mentor Teacher without participating in the selection process.
- b. Selection Criteria. Mentor Teachers shall be K-12 teachers who possess or are willing to develop: critical self-awareness, culturally sustaining pedagogy, equity consciousness, co-teaching methods, coaching and feedback techniques.
- c. Stipend. Mentor Teachers will receive a \$1,250 stipend per year. Mentor Teachers may be reassigned to another Resident Teacher if their Resident Teacher is unable to complete the commitment.

5. Resident Teacher Employment and Salary.

- a. Resident Teachers will also serve as Visiting Teachers one day a week during the academic school year, and will be paid the long term visiting teacher rate.
 - i. Resident Teachers will work 34 days as a Visiting Teacher assigned to the same school or cluster as their student teaching assignment.

6. Professional Development and Planning

- a. Mentor Teachers will participate in professional development and planning with their Resident Teachers designed to build relationships and support the team with co-teaching for the upcoming school year.
- b. Up to eight (8) days of professional development will be provided to Mentor Teachers with their Resident Teachers. Preparation time will be included in these sessions. The day will be limited to eight (8) hours per day not to exceed 64 hours per school year.
 - i. Mentor Teachers will be paid the workshop presenter rate for summer professional development and planning. (Appendix A, Section 7.015 of the current collective negotiations contract).

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

8. This Agreement shall be in effect through June 30, 2025, and may be modified and extended with mutual agreement of the Parties.

FOR THE DISTRICT:

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Jessica Falk Michelli April 25, 2024

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 Jessica Falk Michelli Date
 Executive Director, Labor Relations

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Kimberly Moore April 25, 2024

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 Diversity Inclusion & Development

FOR SDEA:

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Kyle Weinberg April 26, 2024

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 President, SDEA

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Lisa Morris April 26, 2024

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Michael DeVries April 26, 2024

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