

AGREEMENT
Between
The San Diego Unified School District
To
The San Diego Education Association

ECSE Infant Toddler - Transfer

March 19, 2025

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Agreement (“Agreement”) related to the Early Childhood Special Education (“ECSE”) Infant Toddler Program (“Infant Toddler”).

WHEREAS, ECSE has been established as a program by the Parties’ Collective Bargaining Agreement (“CBA”) Sections 24.1.1. and 29.4.; and

WHEREAS, Section 12.13.4. affords the ECSE Program Governance Team (“PGT”) the ability to “develop its own system for making assignments, based on the program’s unique needs.”; and

WHEREAS, as of March 2025, ECSE PGT has not created their own system for making assignments nor a transfer process within the program; and

WHEREAS, Infant Toddler is reducing from 15.0 FTE in the 2024-2025 school year to 12.0 FTE for the 2025-2026 school year; and

WHEREAS, the following changes are taking place in Infant for the 2025-2026 school year:

1. Alcott Elementary Infant Toddler is reducing from 5.0 FTE in the 2024-2025 school year to 3.0 FTE for the 2025-2026 school year.
2. Carver Elementary Infant Toddler is reducing from 2.0 FTE in the 2024-2025 school year to 0.0 FTE for the 2025-2026 school year.
3. Twain High School Infant Toddler is reducing from 5.0 FTE in the 2024-2025 school year to 3.0 FTE for the 2025-2026 school year.
4. LMEC is opening a 1.0 FTE Infant Toddler for the 2025-2026 school year.
5. Emerson is opening 2.0 FTE Infant Toddler for the 2025-2026 school year.

NOW, THEREFORE, the Parties agree as follows:

1. The District shall excess the least senior educators assigned to Infant Toddler across the District in the 2024-2025 school year unless more senior educators voluntarily choose to excess themselves.

2. The 12.0 FTE Infant Toddler Educators remaining may interview for the positions within Infant Toddler that are vacant.
 - a. Infant Toddler Educators interested in an interview, shall submit an assignment preference form to Special Education Director, Sarah Thomas (“Thomas”) no later than Friday, March 21, 2025 at 5:00 PM.
 - b. Infant Toddler Educators interviewing for a new assignment are not giving up their current assignment by participating in the interview process until their new assignment is offered and they accept the offer.
3. Thomas shall have the right to assign educators to another position in Infant Toddler whose school site assignment is changing due to the reduction of FTE in Infant Toddler.
4. All 2025-2026 assignment changes shall be finalized no later than the last workday of the Board-adopted traditional school calendar.
5. Prior to any future Infant Toddler positions being posted, Deyanira Mitchell, EID# 179608 (“Mitchell”) and Katherine Covert, EID# 168668 (“Covert”) will have the right of first refusal to Infant Toddler positions in seniority order if they become available prior to June 30, 2026.
 - a. Mitchell and Covert will be notified electronically of any Infant Toddler vacancies becoming available through June 30, 2026.
 - b. Mitchell and Covert shall have the ability to accept or decline any new positions that become available through June 30, 2026.
6. ECSE Infant Toddler, through their Program Governance Team, shall create an internal ECSE assignment system in accordance with CBA Section 12.13.4. to be utilized as early as the Spring 2026 for assignments for the 2026-2027 school year.
7. All components of the current CBA between SDEA and the District not addressed by the terms of this Agreement shall remain in full effect.
8. This Agreement is non-precedential.
9. This Agreement shall expire in full without precedent on June 30, 2026.

FOR THE DISTRICT:

Signed by: Sarah Thomas 3/19/2025
 Sarah Thomas Date
 Director, Special Education

Signed by: Kristine Morshead 3/20/2025
 Kristine Morshead Date
 Senior Executive Director, Human Resources

DocuSigned by: Jessica Falk Michelli 3/20/2025
 Jessica Falk Michelli Date
 Executive Director, Labor Relations
 & Assistant General Counsel

FOR SDEA:

DocuSigned by: Sara Holmud 3/19/2025
 Sara Holmud Date
 Field Organizer

Signed by: Kathleen Zambon 3/20/2025
 Kathleen Zambon Date
 Infant Toddler SLP & ECSE Program Representative