

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

**June 9, 2022**

**SDEA Bargaining Unit Bonus  
&  
Hiring and Transfer Incentive for Special Education & School Nurse Assignments**

---

WHEREAS, the Parties recognize the importance of hiring and retaining high quality educators to avoid staffing shortages; and

WHEREAS, the San Diego Unified School District is experiencing an acute shortage of staff, which has been exacerbated by the COVID-19 pandemic, with Special Education and School Nursing experiencing a higher rate of staffing shortages; and

WHEREAS, the Parties wish to mitigate the deleterious impacts of this shortage on our members, who directly support students and school communities to avoid further learning loss, which has been compounded by the COVID-19 pandemic; and

WHEREAS, the Parties acknowledge educators are impacted by additional duties, including continued COVID mitigations, due to the COVID-19 pandemic.

NOW THEREFORE, the Parties agree as follows:

1. All salaried employees in the SDEA bargaining unit, shall receive a one-time, off schedule bonus of 4.5% of the employee's annual base salary in effect on September 30, 2022. For unit members hired after September 30, 2022 the annual salary at the time of hire will be used to calculate the bonus. This bonus shall be paid monthly in ten (10) equal installments (in the months of September through June) during the 2022-23 school year for the months the employee is in active pay status.
  - 1.1. In the event an eligible employee leaves active pay status during the 2022-2023 school year, payment of the retention bonus will cease in the month following the employee's departure.
  - 1.2. If an eligible employee returns to active pay status during the 2022-2023 school year, the retention bonus will resume in the month following the employee's return to active pay status through June 2023.

2. Incentive for Transfer into Special Education Assignment: The Parties recognize the importance of high quality educators in the area of special education. There are educators currently in our District teaching in general education who are also qualified to teach in special education. In order to incentivize our current educators to support our students in this high-need area, the Parties agree to the following:
  - 2.1. Current unit members who hold both a general education and a special education credential who transfer from a general education assignment to a special education assignment between May 1, 2022 through November 30, 2022 shall be eligible to receive a ten-thousand dollar (\$10,000) incentive.
  - 2.2. Eligible Special Education Credentialed Unit Members, include but are not limited to: Early Childhood Special Education, Education Specialist: Mild/Moderate, Education Specialist: Moderate/Severe, Adaptive Physical Education, Speech and Language Pathologists, Visual Impairment, Deaf and Hard of Hearing, School Psychologists, Physical Impairment.
    - 2.2.1. The incentive above shall be paid in twenty (20) equal monthly installments of five-hundred dollars (\$500) for the months the unit member works in the qualifying assignment, regardless of the number of days worked in the month. Payments shall be made, September through June, under the following conditions:
      - 2.2.1.1. Unit Members who are non-reelected, resign, retire or otherwise separate from the district shall not receive any subsequent payments.
      - 2.2.1.2. Unit Members who are excessed during the 2022-2023 or 2023-2024 school years and do not accept an available special education assignment during Post and Bid (pursuant to CBA Section 12.2 inclusive of its subsections) and/or the fall staffing (pursuant to CBA Section 12.7.3 inclusive of its subsections) process and/or who voluntarily transfer out of a special education assignment, shall not receive any subsequent payments.
      - 2.2.1.3. For unit members who have payments remaining after September 2024, the District reserves the right to pay any remaining balance of the incentive in a lump sum by September 30, 2024.
3. Hiring Incentive for Special Education and School Nurses
  - 3.1. All new salaried SDEA unit members hired for the 2022-23 school year into special education or school nursing assignments shall receive a ten-thousand dollar (\$10,000) incentive paid pursuant to the terms outlined in Section 2.2.1 above and its subsections.
  - 3.2. For unit members who have payments remaining after September 2024, the District reserves the right to pay any remaining balance of the incentive in a lump sum by September 30, 2024.
4. Retiree Special Education Work Incentive:
  - 4.1. Unit members credentialed in special education who are retired from the District and return to provide either special education assessments or IEP services, shall be paid the current pro rata hourly rate, for the salary schedule step and column on which they were placed on the date they retired.
  - 4.2. The Special Education Division will deploy special education retirees based on the prioritized needs of school sites and available supports.

5. **Monitoring:** Starting on September 1, 2022, the District shall provide SDEA a monthly report of the following:
  - 5.1. The names and sites/programs of unit members who were hired, or transferred, into qualifying assignments pursuant to Section 2 or 3 of this agreement.
  - 5.2. The names and sites/programs of retirees working, and the aggregate dollar amount spent, pursuant to Section 4 of this agreement.
6. 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.
7. This Agreement is non-precedent setting.
8. This Agreement shall expire in full without precedent on September 30, 2024.

FOR THE DISTRICT:

DocuSigned by:  
*Jessica Falk Michelli* June 10, 2022  
76F2DE76533F42E...  
Jessica Falk Michelli Date  
Executive Director, Labor Relations

DocuSigned by:  
*Acacia Thede* June 10, 2022  
0B6823B0574B4BF...  
Acacia Thede Date  
Chief Human Resources Officer

FOR SDEA:

DocuSigned by:  
*Kisha Borden* June 10, 2022  
4619DD4E670B4FF...  
Kisha Borden Date  
President

DocuSigned by:  
*Kyle M. Weinberg* June 10, 2022  
D311E9B994F4494...  
Kyle Weinberg Date  
Vice President

DocuSigned by:  
*Abdul Sayid* June 10, 2022  
A65BF18A00CC458...  
Abdul Sayid Date  
Executive Director