

**Side Letter
Between
The San Diego Unified School District
And
The San Diego Education Association**

**Temporary Rate Increase for Visiting Teachers in the 2022-2023 School Year
July 18, 2022**

The San Diego Unified School District (“District”) and the San Diego Education Association (“SDEA”), collectively referred to as the “Parties,” have reached this Side Letter of Agreement (“Agreement”) regarding the use of and a temporary rate increase for Visiting Teachers (i.e., substitutes) for the 2022-23 School Year.

WHEREAS, the COVID pandemic has reduced the eligible pool of Visiting Teachers throughout San Diego County, including the District; and,

WHEREAS, Visiting Teachers employees may be employed by more than one school district in San Diego County; and,

WHEREAS, there exists a staffing shortage of Visiting Teachers willing to take up assignments to cover classes when the regular teacher is absent and;

WHEREAS, the District needs to be competitive in both pay and opportunity to work in order to ensure visiting teachers accept assignments offered by the District; and,

NOW, THEREFORE, the Parties agree to the following:

1. Resident Visiting Teacher Program

1.1 The Resident Visiting Teacher Program shall be in effect July 1, 2022, through June 30, 2023.

1.2 One or more Resident Visiting Teachers may be assigned to a school. Schools may select Resident Visiting Teachers from the District’s eligible Visiting Teachers list/pool.

1.3 Additional Resident Visiting Teachers will be assigned to schools with more than 700 students enrolled, those schools that have a low visiting teacher assignment fill rate, or as otherwise determined by the Human Resource Services Division.

1.4 Resident Visiting Teachers are defined as visiting teachers who work primarily at one school location to cover absences due to injury or illness of one or more teachers.

1.5 Resident Visiting Teachers are Visiting Teachers as defined by Article 32 per the current collective negotiations agreement.

1.6 Resident Visiting Teachers shall be required to perform the typical duties of a day- to-day visiting teacher as well as:

- 1.6.1 Write or revise lesson plans to deliver instruction in the absence of a lesson plan.
 - 1.6.2 Supervise one or more classes in a learning lab setting in the event more than one educator is absent and day- to-day substitutes are not available at the assigned site.
 - 1.6.3 Perform other instructional related duties as assigned and authorized by the Resident Visiting Teacher’s credential; Resident Visiting Teachers should address concerns related to assigned duties with the site administrator. Any unresolved concerns may be submitted to the Visiting Teacher Joint Committee (Article 32.7) for review and advisement.
 - 1.7 Educators and School Sites shall make reasonable efforts to secure a long term-substitute (other than the Resident Visiting Teacher) to cover for the anticipated long-term absence of a salaried unit member.
 - 1.8 Resident Visiting Teachers who are required to attend training outside of the work day shall be paid the current Non-classroom Assignment rate in accordance with Appendix A, Section 7.011 of the Salary Rules and Regulations.
 - 1.9 Supervision and Evaluation for the Resident Visiting Teachers shall be conducted by the site administrator at the assigned school, in accordance with the requirements of Parties’ Collective Bargaining Agreement; the Human Resource Services Division shall support school administrators in these activities.
 - 1.10 Resident Visiting Teachers shall be provided a daily assignment for the 2022-2023 school year so long as the employee’s performance is satisfactory and the employee remains eligible for the assignment.
 - 1.11 If a Resident Visiting Teacher’s performance is unsatisfactory or they are no longer eligible for the assignment, any future confirmed assignments will be canceled.
 - 1.12 The daily rate for Resident Visiting Teachers shall be \$300.00 per day.
2. Temporary Visiting Teacher and Early Childhood Education Visiting Teacher Pay Rate Increase for the 2022-23 School Year
- 2.1 Appendix D, Section 2.01: Effective July 1, 2022 through June 30, 2023 the visiting teacher daily rates in Appendix D, Sections 2.01, and 2.02, shall be increased as follows:
 - 2.1.1 Day-to-Day Visiting Teachers \$250.00
 - 2.1.2 Established Visiting Teachers \$275.00
 - 2.1.2.1 Established day-to-day visiting teachers are employees who, in one (1) School year, work more than fifty percent (50%) of the instructional days, in any certificated setting. Upon completion of the required fifty (50%), the rate of pay shall increase to this rate for future day-to-day assignments for the remainder of the current school year.
 - 2.1.3 Long-Term Visiting Teachers \$300.00

2.1.3.1 Long-term visiting teachers are those visiting teachers who complete more than five (5) days of certificated assignments.

2.2 Appendix D, Section 3.00: Effective July 1, 2022 through June 30, 2023 the ECE visiting teacher daily rates in Appendix D, Section 3.00, shall be increased as follows:

- 2.2.1 Day-to-Day Visiting Teachers \$250.00
- 2.2.2 Long-Term Visiting Teachers \$300.00

2.2.2.1 Long-term visiting teachers are those visiting teachers who complete twenty (20) or more consecutive teaching days in a single assignment.

3. All components of the current Collective Bargaining Agreement between SDEA and the District, inclusive of Appendix D, Sections 4.00 through 6.00 and Section 8.00, not addressed by the terms of this Agreement shall remain in full effect.

4. This is a one-time, non-precedent setting agreement limited to the 2022-2023 school year.

FOR THE DISTRICT:

DocuSigned by:
Jessica Falk Michelli July 19, 2022

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 Jessica Falk Michelli Date
 Executive Director, Labor Relations

DocuSigned by:
Acacia Thede July 19, 2022

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 Acacia Thede Date
 Chief Human Resources Officer

FOR SDEA:

DocuSigned by:
K Borden July 18, 2022

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 Kisha Borden Date
 President

DocuSigned by:
Kyle Weinberg July 18, 2022

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 Kyle Weinberg Date
 Vice President

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Abdul Sayid July 18, 2022

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 Abdul Sayid Date
 Executive Director