

Memorandum of Understanding (MOU)

Between the San Diego Unified School District (“District”)

And the

**California School Employees Association (CSEA) and its Chapter #759 on behalf of the
Paraeducators Bargaining Unit (PARA)**

**Impacts & Effects of Lead Paraeducator Independence Facilitator Pilot for the 2022-2023
School Year**

August 26, 2022

This Memorandum of Understanding (hereinafter, “MOU”) is entered into by and between the San Diego Unified School District (hereinafter “District”) and the California School Employees Association and its Paraeducators Chapter 759 (hereinafter “PARA”).

WHEREAS, the classification of Lead Paraeducator Independence Facilitator is an active position within the District;

WHEREAS, the Parties desire to create a robust training program.

NOW, THEREFORE, the Parties agree as follows:

1. The Human Resource Services Division, will host the Lead Paraeducator Independence Facilitator (“Lead PIF”) pilot program for the 2022- 2023 school year. The Lead PIFs will be released full time to provide small group and/ or individual support and training to new and current paraeducator employees.
2. For the 2022- 2023 school year, the Lead PIF positions will be .875 FTE, 10 month positions.
3. The Lead PIFs will be asked if they wish to participate in the pilot by August 23, 2022.
 - a. If the individual accepts, they will be transferred to the Human Resource Services Department for the 2022- 2023 school year.
 - b. If the individual does not participate in the assignment, they will be returned to the classification of Paraeducator Independence Facilitator effective August 29, 2022.
4. In the event that the Pilot does not continue after the 2022-2023 school year, the individuals assigned as Lead PIFs may return to their previous sites.
5. If the Pilot continues after the 2022-2023 school year and the Lead PIF does not wish to continue, they would be returned to their previous site.
 - a. If there is no vacancy, the least senior PIF, based on classification seniority, would be reassigned to allow the Lead PIF to return.

- b. The Lead PIF would be returned to the classification of Paraeducator Independence Facilitator at the time of the transfer.
- 6. If a Lead PIF would like to leave the Pilot prior to the end of the school year, they would transfer via the transfer process outlined in Article 11.
 - a. If there is a vacancy at their previous site, the Lead PIF would have rights to return at that time.
 - b. The Lead PIF would be returned to the classification of Paraeducator Independence Facilitator at the time of the transfer.
- 7. All components of the current Collective Bargaining Agreement between the District and CSEA/PARA not addressed by the terms of this Agreement shall remain in full effect.
- 8. This Agreement shall expire in full without precedent on June 30, 2023.

FOR CSEA:

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Brenda Mitchell September 1, 2022
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Brenda Mitchell
President, CSEA Chapter #759

FOR THE DISTRICT:

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Acacia Thede September 1, 2022
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