

Memorandum of Understanding

Between the

San Diego Unified School District (District)

And the

**Administrators Association San Diego City Schools (AASD)
Certificated Bargaining Unit**

Principal and Associate Principal Coaching Stipends UTK-12

October 31, 2022

WHEREAS, the San Diego Unified School District (“District”) and the Administrators Association San Diego City Schools- Certificated Bargaining Unit (“AASD”) entered into a Collective Bargaining Agreement (“CBA”) effective July 1, 2017 through June 30, 2020, with a one year term agreement effective July 1, 2020 through June 30, 2021; and

WHEREAS, the parties are engaged in negotiations for a successor agreement; and

WHEREAS, the parties negotiated in good faith and reached agreement regarding principal coaching stipends for the 2022-2023 school year; and

NOW THEREFORE, the District and AASD agree to the following:

1. For the 2022-2023 school year, in lieu of the Principal Coaching Stipend outlined in Section 9 of Appendix C- Site Administrator Salary Rules of the CBA, the following two coaching opportunities and stipends will be implemented:
 - a. New Principal Coaching Stipend
 - i. Site principals appointed as a New Principal Coach will receive a stipend of \$1,250 per semester. This stipend is paid in recognition of the responsibility of assisting and coaching one (1) new Principal while also continuing to be responsible for managing a school site. Payment of stipends will be made at the conclusion of each semester with certification of service.
 - b. Leadership Coach
 - i. Leadership Coaches- Experienced principals or associate principals interested in extending their leadership outside their school by working alongside Area Superintendents to support the growth and development of a small group of school leaders in an identified area of focus for continuous improvement in our schools may apply to be a Leadership Coach for the 2022-2023 school year.
 - ii. Leadership Coaches will support up to six (6) school sites.

the Leadership Coach role and support to sites.

- c. Site principals and associate principals appointed as a Leadership Coaches will receive a stipend of \$3,000 per semester. This stipend is paid in recognition of the responsibilities of collaborating with Area Superintendents and supporting sites by coaching other leaders in instructional, operational, and culturally responsive leadership while continuing to be responsible for managing a school site. Payment of stipends will be made at the conclusion of each semester with certification of service.
- 2. The terms of the CBA not amended by this Agreement shall remain in effect as required by the Educational Employment Relations Act while the parties continue to bargain for a successor agreement.
- 3. This Agreement supersedes the August 25, 2022, Agreement between the Parties regarding to the Coaching Stipends.
- 4. This Agreement is non-precedent setting and will expire at the conclusion of the 2022- 2023 school year.
- 5. This Agreement may be amended, extended, and/or incorporated into the successor collective bargaining agreement after the conclusion of the 2022-2023 school year by mutual agreement between the parties.

FOR THE DISTRICT:

FOR AASD – CERTIFICATED:

DocuSigned by:
Jessica Falk Michelli November 2, 2022
76F2DE76533F42E

 Jessica Falk Michelli Date
 Executive Director, Labor Relations

DocuSigned by:
Donis Coronel November 1, 2022
19052F9E24F41

 Donis Coronel Date
 Executive Director, AASD

DocuSigned by:
Acacia Thede November 2, 2022
8E82246711E5

 Acacia Thede Date
 Chief Human Resource Officer

DocuSigned by:
Scott Thomason November 1, 2022
SAC4065F03E0B421

 Scott Thomason Date
 Certificated Bargaining Chair, AASD