Memorandum of Understanding
By and Between
San Diego Unified School District and the
San Diego Education Association
Regarding Impacts and Effects of Healthy Start Times

WHEREAS, studies have shown that healthy start times have resulted in adolescent students getting significantly more sleep and improved attendance, decreased tardiness, decreased incidents of discipline, improved student achievement and reduced accidents, as well as improvements to physical and emotional health, and scientific research organizations have called for secondary schools to start no earlier than 8:30 a.m.; and

WHEREAS, the SDUSD Board of Education indicated its agreement in principle with Healthy Start Times in October 2017 and passed a resolution on May 15, 2018 to implement Healthy Start Times by the 2020-2021 school year; and

WHEREAS, the SDUSD Board of Education recognizes that changes to successfully implement Healthy Start Times requires input from parents, teachers, staff, students, health and wellness, labor relations, transportation, finance, athletics, and other stakeholders to work out the logistics; and

WHEREAS, the District has been meeting regularly with bargaining unit leaders to proactively discuss implementation of Healthy Start Times in 2020-2021; and

WHEREAS, the Parties have met and negotiated in good faith regarding the impacts of implementation of Healthy Start Times; and

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

1. Unit members impacted by Healthy Start Times changes may voluntarily excess themselves no later than March 1, 2020 and will receive priority consideration for the May 2020 Post and Bid. Unit members not selected for a position during May 2020 Post and Bid will participate in the process outlined in 12.2.1.1. of the Collective Bargaining Agreement.

   a. Consistent with 12.2.8., unit members who have received a remediation plan or whose latest summary performance evaluation rating is other than “effective” shall not participate in the post and bid procedure.

2. This Agreement applies to the Healthy Start Times to be implemented in the 2020-2021 school year. The Parties can mutually agree to extend this Agreement to cover SB328.

FOR THE DISTRICT:

Jessica Falk Michelli
Executive Director, Labor Relations

FOR SDEA:

Abdul Sayid
Executive Director

FOR THE DISTRICT:

Acacia Thede
Chief Human Resources Officer

FOR SDEA:

Lindsay Burningham
Bargaining Chair