

MEMORANDUM OF UNDERSTANDING
by and between the
SAN DIEGO UNIFIED SCHOOL DISTRICT
and the
SAN DIEGO EDUCATION ASSOCIATION

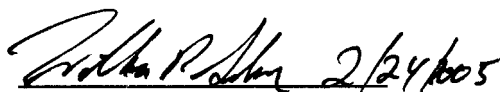
February 17, 2005

As a result of action by the Board of Education on February 8, 2005, to eliminate Peer Coach/Staff Developer positions for the 2005/2006 school year, SDEA and the District agree to the following impacts and effects, and process for reassignment of unit members in the position of Peer Coach Staff Developer.

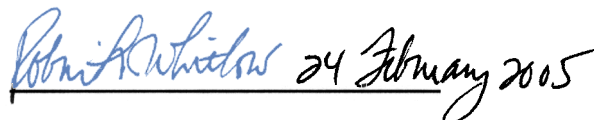
Peer Coach/Staff Developers who are in year one of the Peer Coach/Staff Developer Program shall have the option to return to their original site and assignment. If they choose to remain in their current assignment they shall be considered a member of the site and will be placed in a vacancy for which they are qualified.

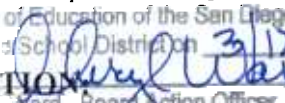
- 2) With the exception of paragraph 1 above, Peer Coach/Staff Developers shall be considered a member of the site and will be placed into a vacancy for which they are qualified:
 - ◆ If there is no vacancy at the site, assignment will be in accordance with Article 12.7.3 of the SDEA Contract.
 - ◆ Principals will solicit for volunteers to be in excess from the entire staff to effect the process of Article 12.7.3.1.
 - ◆ Should there be no volunteers then the Peer Coach/Staff Developer will be notified that they are in excess status.
 - ◆ The Peer Coach Staff Developer may bump the least senior member of the staff at the site within their credentialed levels/subject areas.
 - ◆ If the Peer Coach Staff Developer has the recency of experience required in Article 12.7.3.1. at all levels then the least senior member of the staff will be excessed.
 - ◆ A Peer Coach Staff Developer who is to be excessed, who is not able to or chooses not to bump, shall receive "Priority Consideration" for all levels and areas for which they are certified.
 - ◆ "Priority Consideration" will apply in placements until the start of the 2005/2006 school year.
- 3) Following the 2005/2006 school year, the establishment of Peer Coach Staff Developer positions shall be in accordance with Article 35 of the SDEA Contract and postings of such positions shall adhere to the negotiated job description.
- 4) The District will not assign the duties contained in the Peer Coach Staff Developer job description to other positions in the bargaining unit.

FOR THE DISTRICT:

 2/24/05

FOR THE ASSOCIATION:

 24 February 2005

Approved in public meeting of the
Board of Education of the San Diego
Unified School District on 3/12/05

Cheryl Ward
Ward Board Action Officer,
Board of Education