

**Tentative Agreement  
Between  
San Diego Unified School District  
And  
San Diego Education Association**

**June 24, 2021**

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**ARTICLE 36. EFFECT OF AGREEMENT**

**Section 36.1:        ZIPPER CLAUSE**

All matters within the scope of bargaining have been negotiated and agreed upon. The terms and conditions set forth in this Agreement represent the full and complete understanding and commitment between the District and the Association.

**Section 36.2:        SAVINGS CLAUSE**

If any provision of this Agreement shall be found to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions, shall continue in full force and effect. In the event that any article or section is held invalid, the Parties agree to enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such article or section.

**Section 36.3:        CHANGES, AMENDMENTS, AND SUPPLEMENTS**

This Agreement shall be subject to change, amendment, or supplement, at any time by mutual consent of the Parties. Upon ratification by the Association and the Board of Education, any such changes, amendments or supplemental agreements shall be implemented.

**Section 36.4:        RATIFICATION AND IMPLEMENTATION**

When the Association and the District reach tentative agreement on all matters being negotiated, the complete Agreement shall be submitted to the membership of the Association and to the Board of Education for ratification. When the membership of the Association and the Board of Education have ratified the Agreement, it shall be implemented in accordance with its terms.

**Section 36.5:        DURATION CLAUSE**

This Agreement shall become effective on July 1, ~~2017~~ **2020** and will remain in effect until June 30, ~~2020~~ **2022**, except as follows:

Pursuant to modifications agreed to through the Contract Administration Committee as set forth in Article 25.

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**Section 36.6: REOPENERS**

~~Either party may provide written notice on or before January 31, 2019, to reopen negotiations over one (1) identified article in this Agreement, excluding Article 9, Health and Welfare Benefits. Any reopener negotiations pursuant to this section will be conducted during the 2018-2019 academic school year for potential implementation of changes in the 2019-2020 fiscal year.~~

FOR THE DISTRICT:

DocuSigned by:  
Jessica Falk Michelli June 25, 2021  
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Jessica Falk Michelli Date  
Executive Director, Labor Relations

DocuSigned by:  
Acacia Thede June 25, 2021  
0B6823B0574B4BF...  
Acacia Thede Date  
Chief Human Resources Officer

FOR SDEA:

DocuSigned by:  
Kisha Borden June 25, 2021  
4619DD4E670B4FF...  
Kisha Borden Date  
President

DocuSigned by:  
Abdul Sayid June 25, 2021  
A65BF18A00CC458...  
Abdul Sayid Date  
Executive Director