

**Proposal From The  
San Diego Unified School District  
To The  
San Diego Schools Police Officers' Association**

**Voluntary Furlough 2023-2024**

**WHEREAS**, Employer-Employee relations for the San Diego Unified School District (“District”) are governed by the California Government Code section 3540 through 3549.3, known as the Educational Employment Relations Act (EERA); and

**WHEREAS**, the San Diego Schools Police Officers' Association is the exclusive bargaining agent and representative of the San Diego Schools Police Officers' Association (“POA”) Bargaining Unit; and

**WHEREAS**, the Parties negotiated in good faith and reached agreement regarding a voluntary furlough for 12-month POA Bargaining Unit Members;

**NOW THEREFORE**, the District and POA agree to a voluntary furlough in the following manner with changes in pay distribution as outlined below:

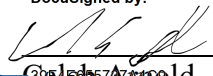
1. Eligible 12-month Central Office unit members may elect to participate in a voluntary furlough program during any/all of the following time periods in the 2023-2024 fiscal year:
  - a. Thanksgiving Break (3 workdays):  
Monday, November 20, 2023 – Wednesday, November 22, 2023
  - b. Winter Break (7 workdays):  
Monday, December 18, 2023 – Thursday, December 21, 2023 *and*  
Tuesday, December 26, 2023 – Thursday, December 28, 2023
  - c. Spring Break (5 workdays):  
Monday, April 1, 2024 – Friday, April 5, 2024
2. Unit members will have the option to participate in one, two, or all three of the furlough periods noted above. Unit members may not, however, select only a portion of a furlough period (e.g. a unit member cannot select only three days of the winter break period; all seven days would be required if selecting winter break).
3. Unit members participating in the voluntary furlough program shall have their salary reduced by the value of the number of days selected. The value of the reduction will be

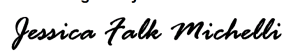
evenly deducted from the unit member’s regular monthly earnings for an eight (8) month period of November 30, 2023 through June 30, 2024.

- a. Changes to a unit member’s daily pay rate (i.e. increase or decrease in FTE, or a change in salary grade/step placement) may impact their monthly deduction throughout the year.
  - b. Unit members will have the ability to review how participating in the voluntary furlough program will impact their individual pay. Exhibit A contains instructions for unit members to access this information, as well as other important considerations, including any potential CalPERS/CalSTRS impacts.
4. A unit member choosing to participate in the voluntary furlough program will be required to coordinate with their immediate supervisor to schedule enough vacation during the work year in order to ensure that their vacation balances do not exceed three hundred twenty-eight (328) hours by the end of August 2024.
  5. In the event a unit member elects to take a voluntary furlough and is required by their supervisor to work on one or more of the furlough days, the unit member and supervisor shall determine an alternative date for the unit member to be off work prior to June 30, 2024.
  6. In recognition of the unique operational needs of the school police communications center, employees in the Police Dispatcher and Lead Police Dispatcher classifications are not eligible to participate in the voluntary furlough program.
  7. All components in the current Collective Bargaining Agreement between the Parties not addressed by the terms of this Agreement shall remain in full effect.
  8. This Agreement is non-precedent setting.
  9. This Agreement shall expire in full without precedent on June 30, 2024.

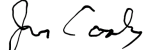
**FOR POA:**

**FOR THE DISTRICT:**

DocuSigned by:  
  
 \_\_\_\_\_  
 Caleb Arnold  
 President  
 October 27, 2023  
 Date

DocuSigned by:  
  
 \_\_\_\_\_  
 Jessica Falk Michelli  
 Executive Director, Labor Relations  
 October 25, 2023  
 Date

DocuSigned by:




October 27, 2023

Jonathan Cooksey  
Vice President

Date

DocuSigned by:



October 25, 2023

Kristine Morsehead  
Senior Executive Director, Human Resources

Date