

PROPOSAL FROM
SAN DIEGO UNIFIED SCHOOL DISTRICT
TO
ADMINISTRATORS ASSOCIATION SAN DIEGO CITY SCHOOLS
CLASSIFIED UNIT
REGARDING IMPACTS AND EFFECTS – REDUCTION IN FORCE
March 19, 2024

I. Health Benefits:

The parties agree to follow Article 6, Section 9 regarding continuation of health benefits for members laid off effective June 30, 2024.

II. PPI Days:

AASD unit members who are leaving the AASD bargaining unit via bumping to another bargaining unit or who are being laid off will be afforded the opportunity to use up to 12 accrued PPI days on or before June 30, 2024. AASD members will not be denied reasonable use of these accrued days. If a dispute arises over the use of the days, the matter will be referred to the Senior Executive Director of Human Resources for resolution.

III. Bargaining Unit Work:

The District agrees that work currently assigned to an AASD unit member – whose position is being eliminated due to lack of funds or work being performed by a unit member who will be affected by reorganization – will be assigned within the bargaining unit if the work is continuing. The work will not be contracted out or assigned to another bargaining unit or to non-represented management.

IV. Article 7 – Promotion, Transfer and Administrative Reassignment:

The District will consistently follow the negotiated language in Article 7. Sections 1 and 2, including Section 1.D. and the notification required to AASD in Section 2.D. Positions will be posted in a timely manner in accordance with the Education Code.

Any affected unit member who bumps outside of the AASD bargaining unit may maintain priority consideration status beginning July 1, 2024, for the length of time they are on the reemployment list, as long as they become an affiliate member of AASD and remain so for the period of time they are on the reemployment list. Members who are laid off may maintain

affiliate member status for purposes of priority consideration by making the required dues payment directly to AASD.

V. Article 12 – Classified Layoff and Reemployment – Sections 6 and 7:

1. **Lateral Positions** – The parties agree to follow Article 12, Sections 6 regarding the re-employment to a lateral position of classified unit members affected by a reduction in force, layoff, bumping to a lower job classification, reorganization, or school closure.
 - a. AASD and the District agree that a lateral vacant position is defined as a position to which no employee has return rights and is lateral (pursuant to the definition in Article 3, Section 1.1.) to the position the affected employee held as of June 30, 2024.
 - b. The vacancy must be posted and any AASD classified unit member who will be or has been affected by a reduction in force, layoff, bumping to a lower job classification, reorganization, or school closure, who meets the minimum qualifications for the position may express their interest by applying for the posted position and notifying the District of their Article 12, Section 6 rights. Once the posting closes, the District will notify AASD of those who have applied who have expressed Article 12, Section 6 rights. An affected member or former member will be placed into the position without competing through the recruitment process. If more than one member/former member expresses their Article 12, Section 6 rights, the most senior person (District seniority) will be placed without interview. This language is valid for the time the affected person is on the reemployment list.
2. **Lesser Positions** – The parties agree to follow Article 12, sections 7 regarding the re-employment to a lesser AASD position of classified unit members affected by a reduction in force, layoff, bumping to a lower job classification, reorganization, or school closure.
 - a. AASD and the District agree that a lesser AASD vacant position is defined as a position to which no employee has return rights and is lesser than the position the affected employee held as of June 30, 2024.
 - b. The vacancy must be posted and any AASD classified unit member who will be or has been affected by a reduction in force, layoff, bumping to a lower job classification, reorganization, or school closure, who meets the minimum qualifications for the position may express their interest by applying for the

posted position and notifying the District of their Article 12, Section 7 rights. Once the posting closes, the District will notify AASD of those who have applied who have expressed Article 12, Section 7 rights. An affected member or former member will be placed into the position without competing through the recruitment process. If more than one member/former member expresses their Article 12, Section 7 rights, the most senior person (District seniority) will be placed without interview. This language is valid for the time the affected person is on the reemployment list.

VI. Professional Development for Affected Members:

AASD will provide professional development for all affected unit members who are interested in attending training funded by AASD. The professional development activity will be held on March 15, March 25 and April 12. One day of release time will be authorized for affected unit members. If a dispute arises over the use of this release time, the matter will be referred to the Senior Executive Director of Human Resources for resolution.

VII. Laid Off Unit Members:

Laid off unit members will be permitted to substitute via the District’s substitute system for assignments for which they qualify.

VIII. Complete Agreement

This is the complete agreement between the parties regarding the impacts and effects of the 2024 reduction in force.

FOR THE DISTRICT:

FOR AASD:

DocuSigned by:
Kristie Jones March 26, 2024
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Kristie Jones Date
Director, Labor Relations

DocuSigned by:
Donis Coronel March 26, 2024
9D512E0EE24F411...
Donis Coronel Date
Executive Director, AASD

DocuSigned by:
Kristine Morshead March 26, 2024
2E86A7BDD9014A1...
Kristine Morshead Date
Sr. Executive Director, Human Resources

DocuSigned by:
Jesus Montana March 26, 2024
4C5344B5ED4C4CB...
Jesus Montana Date
Classified Bargaining Chair, AASD