

PROPOSAL FROM SAN DIEGO UNIFIED SCHOOL DISTRICT
TO
ADMINISTRATORS ASSOCIATION SAN DIEGO CITY SCHOOLS
CERTIFICATED 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 reassignment 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. Vacancy Postings:

Article 7, Appointment, Transfer, and Reassignment, Sections 1.A., 1.C., 1.D., will be followed when posting positions. The District will post all known vacancies for certificated management positions by May 1, 2024. Vacancies known after June 1 and prior to September 30 will be posted in a timely manner.

V. Priority Consideration:

1. Article 7, Appointment, Transfer, and Reassignment, Sections 1.B and Section 2 will be followed in regards to unit members who are not affected by reassignment or layoff.

2. Any certificated unit member who has received a March 15, 2024 notice and will not continue in as AASD -represented position with the District will receive super priority consideration when applying for positions within the AASD unit. Super priority consideration is defined in a and/or b below.
 - a. Super Priority Consideration (for Site Administrator vacancies). All affected unit members, whether reassigned or laid off, who are applying for Principal or Associate Principal vacancies will have the Level One interview and the Level Two interview waived and will automatically receive a Level Two community panel interview through September 30, 2025. In the event that an AASD Unit member is not selected for the position, the District will follow Article 7, Section 2.D and 2.E. and will provide AASD with the determination which must be based on legitimate, verifiable, and educationally related reasons for the non-selection. To obtain Super Priority Consideration status past June 30, 2024, the unit member must maintain continuous affiliate membership with AASD. Members who are laid off may maintain affiliate membership status for purposes of priority consideration by making the required dues payment directly to AASD.
 - b. Super Priority Consideration (for Central Office vacancies). All affected unit members, whether reassigned or laid off, who are applying for central office certificated management vacancies will automatically receive an interview with the hiring manager for the position through September 30, 2025. In the event that an AASD Unit member is not selected for the position, the District will follow Article 7, Section 2.D. and 2.E and will provide AASD with the determination which must be based on legitimate, verifiable and educationally related reasons for the non-selection. To obtain Super Priority Consideration status past June 30, 2024, the unit member must maintain continuous affiliate membership with AASD. Members who are laid off may maintain affiliate member status for purposes of priority consideration by making the required dues payment directly to AASD.

VI. Formula for Assigning an Associate Principal to a Site

AASD will be provided, no later than March 22, 2024, with the formula that was used to staff Associate Principals at sites for the 2024-25 school year.

VII. Associate Principals Assigned to More Than One Site

Associate Principals who are assigned to more than one site (shared Associate Principals) who lose part of their assignment (i.e., 50/50 and lose one site) will be re-bundled with another partial vacancy. AASD will meet with Human Resources and have an active role in this process.

VIII. 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 March 15, March 25 and April 12, 2024. 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.

IX. Summer Program Assignments for Associate Principals or School-Based Instructional Coordinators Affected by Reduction in Force or Reassignment:

- A. Any Associate Principal or School-Based Instructional Coordinator who has been assigned as a Summer School Administrator and is being reassigned or laid off effective end of the day June 30, 2024, may elect to continue the summer program assignment through July 12, 2024, at their prorata rate of pay in the job title they held on June 30, 2024. Assignments will be eight (8) hour assignments. For Summer 2024, July 4 and July 5 are non-work days.
- B. Any Associate Principal or School-Based Instructional Coordinator who is affected by the reductions in force or layoff may elect not to continue the summer assignment after June 30, 2024. Affected individuals who elect not to continue the summer assignment after June 30, 2024 must notify the Senior Director of Extended Learning of their decision no later than the close of business on Monday, April 8, 2024.
- C. The District will be responsible for staffing the summer program from July 1 to July 12, 2024, in cases where the affected Associate Principal or School-Based Instructional Coordinator elects not to continue the assignment. The site Principal will not be assigned to cover the summer program.

X. Laid Off Unit Members:

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

XI. Workload:

AASD and the District acknowledge that the workload of AASD unit members who remain in positions after the June 30, 2024, reduction in force will be affected by budget reduction strategies.

1. The Parties agree to continue the Workload Work Group to meet and discuss these concerns and develop recommendations. The Parties agree that the intent of the work group is to formulate specific strategies for addressing the workload for unit members on an ongoing basis.
2. AASD will select and appoint nine (9) unit members to the work group. The District will appoint members to the work group who are in a position to assess and make appropriate recommendations regarding AASD unit member workload.

XII. Complete Agreement

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

FOR THE DISTRICT:

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

FOR AASD:

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

DocuSigned by:

Kristine Morshead March 26, 2024
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Kristine Morshead Date
Sr. Executive Director

DocuSigned by:

John Aguilar March 26, 2024
EBF11D9CE2FA4BE...
John Aguilar Date
Certificated Bargaining Chair, AASD