

**SUMMARY OF TENTATIVE AGREEMENTS BETWEEN AASD AND SDUSD  
REGARDING RETURN TO INSTRUCTION FOR THE 2020-21 SCHOOL YEAR  
FOR CERTIFICATED AND CLASSIFIED AASD MEMBERS**

**Summary prepared by AASD Staff**

**Health and Safety**

1. Final guidance will be from the San Diego County Department of Public Health for safely opening schools.
2. Training will be provided to all employees concerning appropriate health and safety matters. Facilities will have the necessary district-funded supplies for preventative sanitation measures.
3. Personal Protective Equipment (PPE) will be provided by the district. When there are differences of guidance from different agencies, the district will provide the higher level of PPE.
4. Physical distancing (this is the term for work-related distancing, not social distancing) will be enforced at all district facilities. Policies and procedures will be communicated to AASD members at least two weeks prior to reopening schools or returning to a physical work site. AASD will have the full support of the district in enforcing such policies.
5. Face coverings will be enforced at all district facilities. Policies and procedures will be communicated to AASD members at least two weeks prior to reopening schools or returning to a physical work site. AASD will have the full support of the district in enforcing such policies.
6. No visitors will be permitted on school sites or in central office, with the exception of “essential visitors” such as school police, maintenance, etc. The district will be creating a policy around who essential visitors are and have assured AASD that general visitors such as parents, community members, etc. are not essential visitors.
7. Health screenings shall be performed daily for anyone entering a school site or central office. Procedures will be in place for those who must be screened and those who do not pass the screening. Policies and procedures will be communicated to AASD members at least two weeks prior to reopening schools or returning to a physical work site.
8. All meetings and/or professional development at the district-level will be held online or via telephone. There will be no in-person meetings. The same applies to meetings at the school site or central office.
9. The district will establish a hotline accessible to AASD managers, supervisors, and site administrators where they can get immediate assistance when conflicts arise, clarification is needed, or decisions regarding health and safety need to be made. This hotline will be staffed with someone at a level of authority who can make decisions or has direct access to those who can make decisions.
10. The district will provide AASD members with clear and timely communications regarding health and safety guidelines.
11. The district will work with public health officials when an individual at a district facility has been infected with COVID-19.
12. AASD will have the opportunity to a dialogue with an expert panel who will make recommendations regarding school reopening.

**Assignments, Leaves and Accommodations**

The district will be using the Americans with Disabilities Act (ADA) process to address any accommodations that may be needed by AASD members. In addition, the district will follow the CARES Act in working with employees who cannot report to work due to various issues.

## **Evaluation**

**For Certificated AASD Members (Principals, Vice Principals, Central Office Certificated Management).** Evaluations in progress for 2019-20 will not be continued. The evaluation process for 2020-21 will be discussed at a later date as initiated by the district. Discussions at the bargaining table were that the evaluation process as it now exists would be significantly simplified for the 2020-21 school year.

**For Classified Managers and Supervisors.** The evaluation process for 2020-21 will be discussed at a later date as initiated by the district. Discussions at the bargaining table were that the evaluation process as it now exists be suspended pending these discussions.

Note: This language only applies to AASD members and may not apply to any member of any other bargaining unit.

## **Wages and Hours of Employment**

If AASD members are required to work during “off calendar” days during the 2020-21 school year to prepare for school reopening, they will be compensated. No member will be required to accept compensatory time in lieu of payment.

For school sites only: In order to prepare for school reopening, school sites will be provided funding to pay essential personnel who are off calendar to work in preparation of school reopening. If any central office department has certificated staff assigned and has a role in school reopening in terms of preparation will be considered for additional funding on a case-by-case basis.

Any AASD member who earns vacation (classified manager, classified supervisor, central office certificated manager) who has a vacation balance of 328 hours or more will not be forced out on vacation during the summer of 2020. Members will not be paid for hours in excess of 328, and therefore will not negatively affect their site’s budget. Instead, members who are at 328 or more vacation hours on August 15, 2020, will have the cap waived and will be expected to work with their supervisor to bring balances below the cap by August 2023. This does not preclude members taking vacation this summer (2020) as approved by their supervisor.

Note: This language in “Wages and Hours of Employment” only applies to AASD members and may not apply to any member of any other bargaining unit.

## **Miscellaneous**

In respect of the workload AASD members are experiencing during these unprecedented times, all professional development will be related to the work of ensuring racial justice and equity within the instructional program, as well as implementation of both onsite and online learning.

To address workload and fatigue, the district will take into consideration limiting the duration of online meetings and providing appropriate break times.

The District will provide all AASD members with clear, concise, and timely communications. AASD members will receive communications prior to other district staff and the public, when possible.

In the event central office support (Action Team Leader, PPO Liaison, etc.) is assigned to a site administrator, that person will be there to provide support only and is not the supervisor of the site administrator.

AASD and the district agree that the COVID-19 pandemic is evolving and that should any conflicts or new information arise, either party has the right to reopen bargaining.

If any other bargaining unit receives any compensation or benefits beyond what AASD has negotiated, AASD members will receive the same.

The agreement expires on June 30, 2021.

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