

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
THE SAN DIEGO UNIFIED SCHOOL DISTRICT
AND
THE ADMINISTRATORS ASSOCIATION OF SAN DIEGO CITY
SCHOOLS CERTIFICATED UNIT
REGARDING IMPACTS AND EFFECTS- REDUCTION IN FORCE**

May 25, 2021

I. Health Benefits:

The parties agree to follow Article 6, Section 8E regarding continuation of health benefits for members laid off effective June 30, 2021.

II. 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.

III. Vacant 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 June 1, 2021. Vacancies known after June 1 and prior to September 30 will be posted in a timely manner.

IV. 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, 2021 notice and will not continue in an AASD-represented position with the District will receive super priority consideration when applying for lateral 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 lateral vacancies may elect to attend a Level One (Area Superintendent) interview and will automatically receive a community panel interview for any position for which they apply through September 30, 2022. 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, 2021, the unit member must maintain continuous affiliate membership with AASD. Members who are laid off may maintain affiliate members 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 lateral central office certificated management vacancies will automatically receive an interview with the hiring manager for the position through September 30, 2022. 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, 2021, 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.

V. 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.

VI. Workload:

AASD and the District acknowledge that the workload of AASD unit members will be affected by any structural deficit budget reduction strategies.

1. The Parties agree to continue the 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 eight (8) 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 administrator workload.

VII. Complete Agreement

This is the complete agreement between the parties regarding the impacts and effects of the 2021 reduction in force.

For the District:

DocuSigned by:
Jessica Falk Michelli May 26, 2021
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Jessica Falk Michelli Date
Executive Director, Labor Relations

DocuSigned by:
Acacia Thede May 26, 2021
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Acacia Thede Date
Chief Human Resource Officer

For AASD Certificated:

DocuSigned by:
Donis Coronel May 25, 2021
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Donis Coronel Date
Executive Director, AASD

DocuSigned by:
Scott Thomason May 25, 2021
AC4065EC2E0B421...

Scott Thomason Date
Bargaining Chair -
Certificated