

ARTICLE I
RECOGNITION

Subject to the provisions set forth below, the District has recognized AALA/Teamsters Local 2010 as the exclusive representative of the Certificated Supervisory Unit described below.

1.0 The Unit: The Certificated Supervisory Unit (Unit MSX) shall be as follows:

1.1 Inclusions: All certificated employees on the Master Salary Schedule, including all school-based administrators and non-school-based administrators except for those positions excluded below.

1.2 Exclusions:

- (1) All classified personnel;
- (2) All certificated personnel covered by the Teachers' Unit, or the Teacher Assistants' Unit;
- (3) School Physicians, and Pediatricians, and Counseling Assistants;
- (4) All Managerial and confidential personnel on the Master Salary Schedule. A list including the names and titles of such personnel will maintained by the District and shall be forwarded to AALA/Teamsters Local 2010 by August 1 of each year.

The parties agree that this represents the appropriate unit. It may be revised only by mutual agreement or by a Public Employment Relations Board unit clarification decision, ~~but it is agreed that the parties may file for a unit clarification proceeding involving this unit only to the extent that the District creates new classifications or substantially changes the responsibilities of an existing classification.~~

1.3 If the District intends to close a certificated supervisory position represented by AALA/Teamsters Local 2010 and create a new classified position with a substantive number of duties contained in the closed certificated supervisory position, the District shall notice AALA/Teamsters Local 2010 of the intent at least four (4) weeks **when feasible** prior to the action.

If AALA/Teamsters Local 2010 determines to challenge LAUSD's proposed action, it shall notify LAUSD in writing within thirty (30) calendar days from the date on which the LAUSD's notice was mailed, and the proposed effective date will be extended by thirty (30) calendar days. During such an extension, the parties will meet and discuss the LAUSD's proposed action. If the parties are unable to reach agreement regarding the LAUSD's proposed action, the LAUSD may commence, PERB unit modification procedures, as outlined under PERB regulations. Until the bargaining unit assignment is either agreed to by the parties or finally resolved through the PERB unit modification procedures, (1) the affected position(s) or title(s) shall remain in the unit and shall remain covered by all provisions of this agreement, (2) LAUSD may increase

compensation for the affected position(s) or title(s), and (3) the duties associated with the proposed reclassification may be assigned to the affected employee(s).

1.4. ABOLITION OR CLOSURE OF CLASSIFICATION

LAUSD will provide AALA/Teamsters Local 2010 with 60 calendar day's notice of its intent to close a classification. The notice to the Union shall include a statement of the reason(s) for the closure. Upon written request from Teamsters Local 2010, the parties will meet and confer over the effects at least 30 days before the intended date of implementation unless the parties agree otherwise. LAUSD shall not close/abolish the class unless the parties have reached agreement through the meet and confer process over effects of the decision, or conclusion of the impasse process.

2.0 Nature of Relationship: Recognizing the sensitive and important role of administrators as representative of the Board and Superintendent, it is the mutual intention and commitment of AALA/Teamsters Local 2010, the Superintendent and the Board.

- a. That their relationship remain cooperative and non-adversarial;
- b. That they shall meet and confer on a regular basis on subjects within the scope of negotiations, and such other matters that the parties may mutually desire to discuss, with their agreed-upon resolutions to be embodied in this Agreement if so agreed; and.
- c. That pending such agreed-upon resolutions, and subject only to such restrictions as may be included in such agreed-upon resolutions, the District retains full authority to operate and to make (and implement) decisions pursuant to the existing Board Rules, Administrative Regulations and policies, which fall within the scope of negotiations under the EERA. Proposed changes to said existing Board Rules and Administrative Regulations are subject to paragraph b above; and
- d. That it is intended that AALA/Teamsters Local 2010 will be authorized to designate a representative on all appropriate District committees, particularly those District committees where UTLA is granted the right to appoint a representative.