

AALA/Teamsters 2010 Initial Proposal – 3/5/2025	Union Counter – 1/29/2026 AM	4/6/26 4:10 PM TA TA 4/7/26 11:00 am
District Counter – 5/2/2025 10:59 am	District Counter – 1/29/2026 PM	
Union Counter – 5/2/2025 3:06 pm	District Amended Counter – 3/20/2026 (AM)	
District Counter – 11/14/2025	Union Counter – 3/20/2026 (PM)	
Union Counter – 12/18/2025	District Counter – 3/25/2026	
District Counter – 1/16/2026	Union Counter – 4/6/2026 AM	
	Union Counter 4/6/2026 PM	

**AALA/Teamsters - Unit M
ARTICLE X**

DUTIES, RESPONSIBILITIES AND HOURS

1.0 – 1.1 – Parties Proposed No Changes

1.2 The District and AALA/Teamsters recognize the principle of a unit member’s eight (8) hour workday, and a forty (40) hour workweek for persons employed on a full-time basis during the regular school year. The District and AALA/Teamsters also recognizes that the responsibilities of administrators do not lend themselves to a defined workday or work week of rigidly established length. Each administrator is expected to perform the assigned duties as set forth in their class description. Each administrator is expected to devote the time necessary to get the job done. The hours required will vary from day to day and week to week, however, the hours required of the administrator should be reasonable. AALA/Teamsters certificated unit members are exempt from overtime compensation in accordance with existing law. Supplemental assignments such as Summer School, Winter Recess Academy, and Saturday intervention classes are considered to be in addition to core responsibilities and qualify for supplemental pay.

Matters related to wages, hours of employment and other hours and conditions of employment, shall be subject to negotiations. Any mandatory professional development scheduled by the District on a Saturday or Sunday must also be offered during the regular workweek and/or online.

1.3 In recognition of the “professional workday” described above, when the schedule of the administrator involves extended work hours on a given day, flexible work hours on a subsequent day may be taken with the prior approval of verbal and written notification to the immediate supervisor. Verbal notice may include a telephone call or voicemail. Written notice may include email or text message. Upon request of the administrator, the immediate supervisor must provide the administrator with a time within which to schedule the flexible work hours. Such time shall fall within fifteen (15) working days of the date of the date of the administrator’s request. Any failure by the immediate supervisor to provide such a time within the 15 days shall be grievable by the requesting administrator. Nothing herein shall prevent the requesting administrator and the immediate supervisor from scheduling flexible work hours at any time by mutual agreement. In scheduling the Except in emergent circumstances, notice shall be provided at least two (2) business days in advance of the anticipated absence. When taking

① TA 4/6/26

ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS

flexible work hours, the requesting administrator and the immediate supervisor shall take the following into consideration:

~~Agreed 5/2/2025~~

TA 4/7/26
11:00am

a. ~~_____~~ The absence of the administrator will not have a negative impact on the operation of the work site; Continued effective operation of the worksite;

Agreed 5/2/2025

b. The District/Division/Unit has been notified verbally and in writing of the administrator's flexible hours for the day;

c. An administrative designee has been assigned to handle matters in the administrator's absence;

d. The District/Division/Unit has been informed of the identity of the administrative designee verbally and in writing;

e. ~~_____~~ The administrative designee has been directed by the administrator to contact the administrator and/or District/Division/Unit in cases of emergency;

e. _____

f. The absence may not exceed ~~one half~~ four (4) hours of the administrator's work day except by mutual agreement.

g. As an exception to the four (4) hour rule, administrators may request up to eight (8) hours of flex time for an annual physical examination.

h. ~~Use of flex time~~ Flexible hours shall not be limited or denied for arbitrary or capricious reasons.

~~Agree 11/14/2025~~

i. With the exception of "g" above, administrators who require an absence of more than four (4) hours, shall avail themselves of the appropriate benefit time.

j. Abuse/excessive use of flex time, failure to follow notification procedures and/or impact on the effective operation of the worksite shall be handled under the provisions of Article VII – Evaluation and Due Process.

~~If administrators are required to work on a holiday, such as Admission Day, compensatory time off on an hour for hour basis shall be granted within a reasonable period of time.~~

Moved to 1.5 below

1.4 In recognition of the variety of daily student activities offered outside of the instructional day at Comprehensive High Schools, the site administrators at these schools

ARTICLE X - DUTIES, RESPONSIBILITIES AND HOURS

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may utilize flexible time to displace their arrival time one day each week. This time shall occur on a regular basis and shall be pre-scheduled collaboratively with immediate supervisors. When exercising use of flexible time under this section, site administrators shall utilize professional judgement in minimizing impact to school operations and responding to student/program needs. This does not preclude taking flex hours at a different time upon mutual agreement with the immediate supervisor or replace the flex hour process.

Agree 1/29/2025 (AM)

OTA
4/7/26
11:00am

1.5 If administrators are required to work on a holiday, such as Admission Day, compensatory time off on an hour-for-hour basis shall be granted within a reasonable period of time.

1.6 The District and AALA/Teamsters shall jointly provide training on an annual basis to District management with respect to the granting and/or scheduling use of flexible time hours.

Agreed 11/14/2025

1.4.1.7 The specific duties applicable to each class of certificated administrators shall be determined in accordance with Section 35020 of the Education Code. A class description setting forth the duties assigned to each class shall be published by the Human Resources Division. The duties of the classes shall be reviewed at intervals of not more than four years. The Superintendent shall determine the extent of such review and the Human Resources Division, in conducting each review, shall include participation by employees in the class being reviewed.

2.0 – Parties Proposed No Changes

3.0 Assignment Authorization for New Certificated Employees: Administrators, except for the Early Childhood Education Development Division, shall not accept any new certificated employee, including a substitute, without authorization of the Human Resources Division.

Assignment to Early Education Centers must be authorized by the Division of Early Education.
Agreed 5/2/2025

4.0 Administrative Informal Classroom Observations with actionable feedback to teachers shall occur on a regular, ongoing basis. The District and AALA/Teamsters shall form a committee of eight (8) members, four (4) appointed by AALA/Teamsters and four (4) appointed by the District. The committee shall meet no less (3) times to discuss Informal Classroom Observations and actionable feedback and make recommendations to the District and AALA/Teamsters.

In alignment with the School Leadership Framework, administrators shall: Use data to determine school-wide priorities: Use goals to conduct Informal Classroom Observations: Manage time: Prioritize high-leverage activities while leading in situations of ambiguity or complexity.

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5.0 Supplemental pay shall be granted in accordance with District policy and shall not be denied for arbitrary, capricious or discriminatory reasons. If the District intends to change the policy on supplemental pay it shall provide notice to AALA/Teamsters 90 calendar days prior to the effective date and upon request shall bargain with AALA/Teamsters over the change.

11:00am