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COLLECTIVE NEGOTIATIONS CONTRACT
BETWEEN THE
SAN DIEGO UNIFIED SCHOOL DISTRICT
AND THE
PARAPROFESSIONAL UNIT

July 1, 1989 - June 30, 1992

Employee Relations Department
Article 5 - Definitions
Section I - Continued

4. Restricted Status Employee. An employee employed under the Merit System Rules provisions which require the employment of persons under criteria which restrict the privilege of all citizens to compete for such positions.

J. Principal means the chief executive officer of one or more schools, with total responsibility to manage all affairs of the school or schools including general control and supervision of all employees assigned to serve in the school.

K. Superintendent means the Superintendent of Schools of the San Diego Unified School District.

L. Supervisor is that person responsible for assigning work and evaluating performance of the bargaining unit employee.

M. Supervisor, Immediate is that person who oversees the performance of work previously assigned by the supervisor.

N. Workday is any day when the central administrative offices of the District are open for business.

Other definitions applicable to a specific article are included in the appropriate article.

All terms not defined in this Article and other articles in this Agreement shall be defined in their usual and customary sense.
6. WAGES

Section 1: PARAPROFESSIONAL SALARY SCHEDULE

A. It is the intent of the District and the Association that the Paraprofessional Salary Schedule be increased, in 1989-90, 1990-91, and 1991-92 school years, by an amount equal to the percentage increase derived from adding to the preceding year's base revenue limit per average daily attendance (BRL/ADA) from form K-12, p2, line EDPO25 (or replacement documents issued by the state), the cost-of-living, COLA, (inflation) adjustment funded by the state each year, and any other funded adjustments to the BRL/ADA which are not:

1. Amounts provided to fund new federal, state, local (non-Board of Education), or court mandates;

2. Amounts being "folded into," as included in the base revenue limit which were provided to the District in previous year(s) as income items outside of the basic revenue limit;

3. Amounts which represent reimbursement to the District of prior year(s)' expenditures;

4. Amounts being "pulled out" of, excluded from, the base revenue limit which will be provided to the District as separate income items.

The calculation to determine the percentage salary increase from the addition of amounts set forth above shall be carried four (4) decimal places.

B. The initial determination of the percent increase described in A. above shall be made by the District and presented to the Association no later than August 15 or other mutually agreed upon date, whichever occurs later.

C. Should the state adjust or revise a particular year's COLA (inflation/deflation) rate after the initial determination stated in B. above, the difference in funded rates shall be added to or deducted from the following year's salary schedule increase.

D. The parties have agreed to the terms contained herein based upon the methods and means utilized to calculate District revenue limit in existence on the date of the signing of this Agreement. In the event that the State of California modifies systems so that the formulas set forth herein cannot be applied, it is agreed that the Contract Administration Committee, set forth elsewhere in this Agreement, shall attempt to resolve any such modifications so as to design a new formula which meets the intent of the provisions of this Section 1. In the event that the Contract Administration Committee is unable to reach a satisfactory solution, the issue shall be immediately submitted to arbitration under Article 13, Section 5 (Level Four - Arbitration).