

## **ARTICLE 2. RECOGNITION**

### **Section 2.1: DISTRICT RECOGNIZES ASSOCIATION**

The District recognizes the San Diego Education Association (SDEA/CTA/NEA) as the sole and exclusive bargaining representative for all certificated employees employed in the Certificated Bargaining Unit in accordance with the certification issued by the Public Employment Relations Board (PERB) on March 21, 1977, in case number LA-R-89, and as modified on November 14, 1994, in case number LA-UM-575, pursuant to PERB-conducted, secret ballot elections.

NOTE: A mutually agreed-upon list of all certificated job classes included in the certificated bargaining unit shall be included and maintained in an appropriate District Procedure.

### **Section 2.2: EXCLUSIONS**

Excluded are all classified, management, supervisory and confidential classes.

### **Section 2.3: ESTABLISHING OR ABOLISHING CLASSES**

Before establishing or abolishing any certificated job class, the District will advise the Association of its intended action. The determination of bargaining unit, management, confidential or supervisory classes or positions within classes within the certificated service shall be made by mutual agreement between the District and the Association. Disagreements shall be resolved by appeal to the Public Employment Relations Board (PERB) as provided by law.

### **Section 2.4: SUBCONTRACTING**

The District agrees not to subcontract or contract out work which would result in the layoff or reduction in hours of current employees in the bargaining unit.