

ARTICLE I

RECOGNITION

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

1.0 The Unit: The Certificated Supervisory Unit 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 be maintained by the District and shall be forwarded to AALA 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.

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, 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,

Article I - Recognition

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 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.