

**NOTICE OF EERA REPRESENTATION PETITION**

**PERB CASE NUMBER: LA-RR-1396-E DATE NOTICE WAS POSTED: 11/6/20**

ON OCTOBER 28, 2020, THE PETITION INDICATED BELOW WAS FILED WITH THE EMPLOYER BY THE PETITIONER SHOWN ON THE EERA REPRESENTATION PETITION.

  X   REQUEST FOR RECOGNITION  
       SEVERANCE REQUEST  
       INTERVENTION

THE PETITION IS BASED ON THE CLAIM THAT A MAJORITY OF THE PROPOSED UNIT WISH TO BE REPRESENTED BY THE PETITIONER.

**NOTICE - REQUEST FOR RECOGNITION/SEVERANCE ONLY:** EXCEPT AS PROVIDED BY PERB REGULATION 33700(C), ANY OTHER EMPLOYEE ORGANIZATION DESIRING TO REPRESENT ANY OF THE EMPLOYEES IN THE UNIT DESCRIBED IN THIS REQUEST FOR RECOGNITION/ SEVERANCE REQUEST HAS THE RIGHT, WITHIN 15 WORKDAYS FOLLOWING THE DATE OF THIS NOTICE, TO FILE WITH THE EMPLOYER AN INTERVENTION SUPPORTED BY AT LEAST 30% OF THE EMPLOYEES IN A UNIT CLAIMED TO BE APPROPRIATE. THE LAST DATE FOR FILING AN INTERVENTION IS: **WEDNESDAY DECEMBER 2, 2020.**

SEE THE EERA REPRESENTATION PETITION FOR THE NAMES, ADDRESSES AND TELEPHONE NUMBERS OF THE EMPLOYER, THE INCUMBENT EXCLUSIVE REPRESENTATIVE (IF ANY), AND THE PETITIONER.

THIS NOTICE MUST REMAIN POSTED UNTIL: **WEDNESDAY DECEMBER 2, 2020.**

BY:   
AIMEE GALLAGHER, DIRECTOR, EMPLOYEE RELATIONS

PERB Regulations 33060 and 33080 require that this Notice be conspicuously posted on all employee bulletin boards in each facility of the employer in which members of the proposed unit are employed. The Notice should be posted as soon as possible but in no event later than 10 days following receipt of the petition. The Notice must remain posted for at least 15 workdays. PERB-2110 (02/01)



# EERA REPRESENTATION PETITION

DO NOT WRITE IN THIS SPACE: Case No :

Date Filed:

INSTRUCTIONS: A request for recognition, severance request or intervention is to be filed with the employer. Proper filing includes concurrent service and proof of service of the request/severance/intervention as required by PERB Regulations 33050 and 33070 Attach additional sheets if more space is required

1. EMPLOYER (Name, address and telephone number)  
San Diego Community College District  
3375 Camino del Rio S, San Diego, CA 92108  
  
(619) 388-8833 Ext.

Employer's agent to be contacted: Aimee Gallagher  
Title: Director, Employee Relations  
Address and telephone, if different:  
  
Ext.

2. TYPE OF PETITION (Check one):

- REQUEST FOR RECOGNITION
- SEVERANCE REQUEST
- INTERVENTION

3 PROOF OF SUPPORT (Check one):

- Majority support filed with PERB
- At least 30 percent support filed with PERB

4 DESCRIPTION OF PROPOSED UNIT

Shall include:  
All current members of Supervisory & Professional Administrators Association See attached "Community of Interest" statement.

Shall Exclude:  
Please see terms of attached 2007 PERB settlement.

5. IF A CURRENT WRITTEN AGREEMENT EXISTS COVERING EMPLOYEES IN THE PROPOSED UNIT. INDICATE :

AGREEMENT EFFECTIVE DATE: 07/17/2020  
AGREEMENT EXPIRATION DATE: 06/30/2023  
NO AGREEMENT IS IN EFFECT

6. NUMBER OF EMPLOYEES IN PROPOSED UNIT: 190

7 ORGANIZATION(S) RECOGNIZED OR CERTIFIED AS THE EXCLUSIVE REPRESENTATIVE OF OR KNOWN TO HAVE AN INTEREST IN REPRESENTING ANY OF THE EMPLOYEES COVERED BY THIS PETITION:

Name of Organization

Address

Date of Recognition Certification (if any)

8. PETITIONER (Name, address and telephone number)  
Supervisory & Professional Administrators Association  
181 Carnation Avenue  
Imperial Beach, CA 91932  
(619) 254-8895 Ext.

Petitioner's agent to be contacted: Daniel Gutowski  
Title: President, SPAA AFSA Local 137  
Address and telephone, if different:  
  
Ext.

## DECLARATION

I declare that the statements herein are true to the best of my knowledge and belief.

PETITIONER'S AUTHORIZED REPRESENTATIVE:

Title: President, SPAA, AFSA Local 137

(Signature)

Date:

10/28/20

Los Angeles Regional Office  
425 W. Broadway, Suite 400  
Glendale, CA 91204  
(818) 551-2822

Sacramento Regional Office  
1031 18<sup>th</sup> Street  
Sacramento, CA 95811  
(916) 322-3198

San Francisco Regional Office  
1330 Broadway, Ste 1532  
Oakland, CA 94612  
(510) 622-1016



Local 137

SPAA consists of 190 members in supervisory and "professional" roles. Of these roles, 176 members are in positions defined by their job description as supervisory. Other positions without a supervisor component of the job description are primarily exempt and these are professional and specialized jobs such as Programmers, Analysts, system Administrators, Buyers (purchasing), etc. These positions, along with the defined supervisory positions share the following communities of interest:

- The majority of SPAA members are exempt
- All SPAA members are held to a "Higher Standard", esp. regarding disciplinary issues
- All SPAA members have a greater decision-making roles and responsibilities
- Many of these non-exempt positions are treated as exempt, and the District has stated its intent to convert more SPAA positions to exempt status
- SPAA members are generally paid more, than office-technical
- SPAA positions are universally skilled positions, requiring long experience and/or advanced training, and for the most part fall under the FLSA Professional, Computer and Administrative exemptions
- SPAA members routinely work in less directly supervised roles (minimal oversight); they are expected to complete projects, often longer-term projects, and are given much more general work-direction
- SPAA members routinely work independently.
- SPAA positions, for the most part, report directly to managers, and routinely interface with other managers in the course of their duties. This changes the nature of the work from purely task-based to one with certain "political" considerations, often requiring SPAA members to "guide" (or "herd") management in the right direction. In other words, SPAA members often are in the role of exerting influence upstream.

There is also a long history of common representation via the District's organization of our members into a "Meet and Confer". SPAA has been the recognized meet and confer group for over twenty years for the following classifications and members, and the mere act of unionizing should not be sufficient to change the community to any significant extent.

Accountant	Vacant
Accounting Supervisor	Armenta, Lynda
Accounting Supervisor	Dang, Lynn Ngoc-Lien
Accounting Supervisor	Garcia, Erica P.
Accounting Supervisor	Kapitzke, Denise M
Accounting Supervisor	Ledesma, Michael A
Accounting Supervisor	Levette, Mildred L
Accounting Supervisor	Lim, Nancy Ida
Accounting Supervisor	Mohseni, Shirin O
Accounting Supervisor	Nesbit II, Mark Allen



Local 137

Accounting Supervisor	Rodriguez, Rowena Baylen
Accounting Supervisor	Solis, Roxann K
Acquis Sup Inventory/Receiving	Waldrop, Gary L
Admin Assistant - HR	Brown, Karen Ann
Admin Services Supervisor	Gutowski, Daniel E
Administrative Assistant	Dekoekkoek, Jessica Darcie
Administrative Assistant	Lee, Jessica Ann
Administrative Assistant	Welch, Cynthia Jeanne
Application Development Supervisor	Vacant
Architectural Designer -I	Fonseca, Ramon
Architectural Designer -II	Vacant
Asst Bookstore Supervisor	Nguyen, Paul
Benefits/Retirement Supervisor	Salbato, Ursula Jaepelt
Board Office Supervisor	Ficken-Davis, Amanda Marie
Bookstore Location Supervisor	Madrid, Sol Trajano
Bookstore Supervisor	Cava, Lily Ngoc
Bookstore Supervisor	Meyers, Robert Alan
Bookstore Supervisor	Porter, Denise Renee
Business Office Support Supv	Sturkey, Brenda E
Business Office Support Supv	Vega, Elaine K
Business Systems Analyst	Hawley, Brandon John
Business Systems Analyst	Hueso, Jose Antonio
Business Systems Analyst	Meyers, Amy K
Business Systems Analyst	Montanez, Michelle M
Business Systems Analyst	Murray, Margarita Anai
Business Systems Analyst	Novak, Anthony K
Business Systems Analyst	Rodriguez, Lilibeth
Business Systems Analyst	Susoeff, Natosha Fae
Business Systems Analyst	Wilker, Rachel A
Buyer	Rosas, Kelly Suzanne
Buyer	Silva, Kellie Marie
Buyer	White, Vanessa
Career Guid/Transfer Ctr Supv	Estrada-Howell, Claudia Gabriela
CET Instr Support Analyst	Bakit, Libbier Valenzuela
Chief Broadcast Engineer	Rice, Scottie Gene
Clerical Supervisor	Howard, Lisa D
Clerical Supervisor	Ladringan, Rommel W
College EEO/504/Discpl Officer	Perkins, Claudia Marie
College Event & Operation Admn	Collins, Jacqueline Suzanne
College Event & Operation Admn	Vargas, Anthony Luis



Local 137

Com College Police Comm Supv	Tapia, Kimberly Swart
Com College Police Sergeant	Green, Mark D
Com College Police Sergeant	Hiatt, Terry Lee
Com College Police Sergeant	Hughes, Jeffrey Allen
Com College Police Sergeant	Laguda, Jose Valentin
Com College Police Sergeant	Olson, Kevin L.
Com College Police Sergeant	Saludares, Jerome L
Com College Police Sergeant	Stone, Jason Tyler
Computer Operations Supervisor	Vacant
Construction Inspector	San Filippo, Phillip S
Contract Specialist	Lasley, Lucinda
Curriculum Analyst	Marrone, Erica Lee
Curriculum Analyst	Payne, Desiree Lee
Database Administrator	Lee, Vinson Tang
Digital Comm Specialist	Cook, Charlene
Digital Print and Mail Services Supervisor	Vacant
Dist Fac Supv Equip Repair	Botticelli, Jason K
Dist Fac Supv/Business Process	Williams, Charles A
Dist Fac Supv/HVAC&Electrical	Rodriguez, Ruben
Dist Network Specialist Supv	Sandoval, Danny
Dist Network Specialist Supv	Saylor, Timothy L
Dist Repro Digital Prod Supv	Davila, Benny
Dist Repro Digital Prod Supv	Fernandez, Patricia
Dist Repro Digital Prod Supv	Um, Minh Chon
Enterprise Network Spec. Supv	Brown, Eric S.
Exec Asst to President/Exec VC	Cain-McDavid, Sara Beth
Exec Asst to President/Exec VC	Flanagan, Erin K.
Exec Asst to President/Exec VC	Kunst, Malia
Exec Asst to President/Exec VC	Murphy, John Jamison
Executive Asst to Chancellor	Lamb, Margaret K
Facilities Supv Custodial -I	Vacant
Facilities Supv Custodial -II	Arteaga, Eduardo
Facilities Supv Custodial -II	Lard, Curtis
Facilities Supv Custodial -II	Rankin, Darrell W
Facilities Supv Custodial -II	Welton, William A
Facilities Supv Landscape	Kinley, Roy James
Financial Aid Officer	Maldonado, Gilda Marisol
Financial Aid Officer	Ngo, Vincent
Food Services Supervisor	Alberti, Patton A
Food Services Supervisor	Breen, Patrick Francis



Local 137

Food Services Supervisor	Margetta, Vincent A
Food Services Supervisor	Trapp, Aaron David
GIS Program Supervisor	Vacant
Health Service Center Director	Khambata, Suzanne
Help Desk Supervisor	Hagerty, Virginia Dawn
Hourglass Park Supervisor	Manzo, Anna Liza Paras Soriano
HR Systems Analyst	Delozier, Annette
Information Officer	Ashton, Ranessa Joi
Information Officer	Gumapas, Cesar Ian R
Information Officer	Kearns, Jennifer Nichols
Information Officer	Quis, Stephen R.
Instructional Comp Spec Supv	Branson, Kevin J
Instructional Comp Spec Supv	Hill, Kurt S
Instructional Design Coordinator	Vacant
Instructional Support Supv	Gonzalez, Daniel
Instructional Support Supv	Krogh, Kristin L
Instructional Support Supv	Mackus, Brian
Instructional Support Supv	Magpuri, Glenn D
Instructional Support Supv	McCorkell, Francine L.
Instructional Support Supv II	Nasrawi, Majeda
Interpreting Services Supv	Nakaji, Daniel
Job Placement Coordinator	Knox, Sasha Chrae
Job Placement Coordinator	Ortega Jr., Alejandro
Job Placement Coordinator	Wilson, Clark A
Lead Pool Attendant	Mitchell, Wayne H
Micro Specialist Supervisor	Cordeiro, Alberto Da Silva
Micro Specialist Supervisor	Davis, Michael A.
Nursing Center Supervisor	Davenport-Allen, Lezlie J
Oracle Database Administrator	Vacant
Outreach Coordinator	Franklin, Tavaris Ray
Outreach Coordinator	Menchaca, Andrew Luke
Outreach Coordinator	Novak, Michele Madrid
Outreach Coordinator	Pena, Jennifer
Outreach Coordinator	Trutna, Karla Aurora
Parking Operations Supervisor	Vacant
Parking Program Supervisor	Picou, Debra Diane
Placement Officer	Vacant
Police Records Supervisor	Hunter, Shannon Anita
Programmer Analyst	Akhtar, Khalid Javed
Programmer Analyst	Bautista, Anthony



Local 137

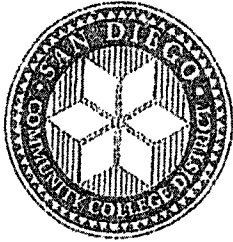
Programmer Analyst	Boehm, Lawrence P
Programmer Analyst	Chiddarwar, Vivek Bhalchandra
Programmer Analyst	Fernandes, Ephzel Alex
Programmer Analyst	Vacant
Programmer Analyst	Gilbert, Jeff David
Programmer Analyst	Hou, Tianli
Programmer Analyst	Khan, Nazneen Bashir
Programmer Analyst	Knoebel II, Thomas Alan
Programmer Analyst	Le, Thinh Quoc Du
Programmer Analyst	Leano, Kieron Alfaro
Programmer Analyst	Messina, Lawrence Jay
Programmer Analyst	Self, John Curtis
Programmer Analyst	Stutz, Michael Friedrich
Programmer Analyst	Taniguchi, David T
Programmer Analyst	Yadav, Suman
Programmer Analyst	Zhang, Xiaobin
Publications Editor/Supervisor	Stump, Leslie Allyse Hackett
Purchasing Supervisor	Hester, Peter J
Radio Station Operations Supv	Poston, Kenneth Edward
Real Property Program Supv	Backensto, David R
Receiving Stockroom Supervisor	Beall, Joshua
Receiving Stockroom Supervisor	Fernandez, Francisco
Receiving Stockroom Supervisor	Navalvez Jr., Francisco U
Regional Facilities Officer	Arellano, Raymond A
Regional Facilities Officer	Lindsay, Dane William
Regional Facilities Officer	Purnell, Jay Riley
Regional Facilities Officer	Warczakowski, David B
Regional Police Lieutenant	Delgado, Cesar Alfredo
Regional Police Lieutenant	Nelson, Kenneth Edward
Research/Planning Analyst	Bass, Stephen Kenneth
Research/Planning Analyst	Carroll, Brittney Marie
Research/Planning Analyst	Cortes, Nancy
Research/Planning Analyst	Grabiel, Marc Robert
Research/Planning Analyst	Hoang, Hai
Research/Planning Analyst	Jun, Kyung Ae
Research/Planning Analyst	Panelli, Patrick C
Research/Planning Analyst	Rivas, Jesus Alfaro
Research/Planning Analyst	Stern, Brian M
Research/Planning Analyst	Sykes Seiverd, Jaime
Research/Planning Analyst	Zhang, Xi



Local 137

Senior Office Manager	Carroll,Ruth Ann
Senior Office Manager	King,Karen Michele
Senior Office Manager	Romero,Diana M
Senior Office Manager	Sussely-House,Michelle Diane
Senior Office Manager	Ybarra,Cindy
Senior Office Manager IT	Vacant
Senior Office Manager Military Ed	Vacant
Stock Room Supervisor	Vacant
Student Affairs Coordinator	Oldham,Lori L
Student Services Analyst	DeVore,Victor Howard
Student Services Analyst	Limtiaco,Melonie R
Student Services Analyst	Spence,David Martin
Student Services Supervisor -I	Aparicio,Raquel
Student Services Supervisor -I	Boyd,Reginald M
Student Services Supervisor -I	Buse,Patricia A
Student Services Supervisor -I	Ezeta,Maria del Pilar
Student Services Supervisor -I	Hernandez,Victoria D
Student Services Supervisor -I	Hill,Josolyn K
Student Services Supervisor -I	Meza,Dora A
Student Services Supervisor -I	Nelson,Alice Marie
Student Services Supervisor -I	Rincon,Alisia Guadalupe
Student Services Supervisor -I	Tanjuaquio,Andrew Tiglao
Student Services Supervisor-II	Alvarez,Ivonne A
Student Services Supervisor-II	Soto,Megan Crilly
Student Services Supervisor-II	Stack,Dana C
Student Support Services Off	Hankinson,Joseph C
Student Support Services Off	Rivera Jr.,Agustin
Student Support Services Off	Soukhaseum,Anourack L
Systems Administrator	Wigen,Jason Robert
Systems Administrator	Zhang,Wei
Systems Programmer	Vacant
Systems Support Analyst	Mills,Jeffrey B
Technical Analyst	Bailey,Robert L
Technical Analyst	Blair,James William
Technical Analyst	Gagnon,Kimberly Jean
Technical Analyst	Wright,Pamela Marie
Title IX Investigative Analyst	Vacant
Web Designer and Support Supervisor	Vacant





# SAN DIEGO COMMUNITY COLLEGE DISTRICT

3375 Camino del Rio South  
San Diego, California 92108-3883  
619-388-6500

CITY COLLEGE | MESA COLLEGE | MIRAMAR COLLEGE | CONTINUING EDUCATION

*Human Resources and  
Administrative Services*

*Employee Relations 619-388-6880  
Classifications/Compensation 619-388-6576  
FAX 619-388-6897*

February 14, 2007

To: Supervisory, Professional, and Confidential Employees

RE: **SETTLEMENT AGREEMENT REGARDING  
PROPOSED UNIT MODIFICATIONS**

The parties have reached agreement regarding the proposed unit modification petitions filed by the AFT, the District, the Supervisors' Associations, and the Professional Employees' Association.

Attached is a copy of the complete agreement, in addition to listings of the affected employees.

Employees listed on Attachments A and B are invited to attend an informational meeting on Monday, February 26th at 2:00 p.m. in room 300 at the District office. These employees will be given a onetime opportunity to remain in or change units.

If you have any questions, please do not hesitate to contact either of us individually.

Handwritten signature of Wayne Murphy.

Wayne Murphy, Vice Chancellor  
Human Resources

Handwritten signature of Jim Mahler.

Jim Mahler, President  
AFT Guild

Attachments

c: Witt  
Alvarez  
DeMeo  
Parmer  
Barsook

JA KTN  
Jm

STATE OF CALIFORNIA  
PUBLIC EMPLOYMENT RELATIONS BOARD

SAN DIEGO COMMUNITY COLLEGE  
DISTRICT

Employer,

Case Nos. LA-UM-749-E, LA-UM-772-E; RR-1125-E, LA-RR-1126-E & LA-RR-1128-E

AFT GUILD,

Petitioner and Respondent,

SETTLEMENT AGREEMENT

SAN DIEGO COMMUNITY COLLEGE  
CLASSIFIED SUPERVISORS' ASSOCIATION,

Petitioner,

SAN DIEGO COMMUNITY COLLEGE  
CERTIFICATED SUPERVISORS'  
ASSOCIATION,

Petitioner,

SAN DIEGO COMMUNITY COLLEGE  
PROFESSIONAL EMPLOYEES' ASSOCIATION,

Petitioner

The San Diego Community College District (District), the American Federation of Teachers, AFT Guild (AFT), the San Diego Community College Classified Supervisors' Association (Classified Supervisors), the San Diego Community College Certificated Supervisors' Association (Certificated Supervisors), and the San Diego Community College Professional Employees' Association (Professional Employees Association) are parties to the above-captioned representation cases before the Public Employment Relations Board.

A dispute has arisen between the parties concerning the appropriate unit placement of certain employees employed by the San Diego Community College District. The parties desire to avoid the uncertainty, inconvenience and expense of further litigation. Consequently, and in the interest of promoting harmonious labor relations between and among the parties, the parties agree as follows:

IA ACM  
JM

1. Employees designated as professional and listed in Attachment "A" will be given a one-time opportunity to choose whether to be placed in the AFT Office Technical (OT) unit or to remain classified as "professional" and members of the Supervisory-Professional Employees (SPE) non-exclusively represented unit. Regardless of what decision the designated employee makes regarding unit placement, as each of these employees leaves his/her position, the position will be placed in the OT unit if the parties agree that the classification is a non-exempt position and placed in the SPE non-exclusively represented unit if the parties agree that the classification is an exempt position.
2. In the event the parties are in dispute regarding whether or not a position qualifies as exempt, the parties agree to utilize the Hay consulting firm to make a binding determination. Both the District and AFT will have the opportunity to submit written materials to Hay in support of their respective positions. Any materials submitted to Hay will be shared between the parties.
3. The parties agree not to initiate the above process for a change in job classification status from exempt to non-exempt or vice-versa unless all of the positions in said job classification are vacant, or if a new job classification is being created.
4. Employees designated as confidential and listed in Attachment "B" will be given a one-time opportunity to choose whether to be placed in the OT bargaining unit or to remain as a confidential employee. Regardless of what decision the designated employee makes regarding unit placement, as each of these employees leaves his/her position, the position will be placed in the OT unit, provided however, that the District may designate as confidential employees, one HR Technician in the Employment Section and one HR Technician in the Benefits Section.
5. All employees listed in Attachments A through D will receive a copy of this Agreement along with Attachments A through D.
6. Those employees listed on Attachment A and B of this Agreement will also receive Attachment E which sets forth the terms and conditions regarding compensation and benefits in their right of unit election. Attachment E and the Election Form will be mailed to them and will be followed by a meeting on February 26, 2007 at 2 p.m. for purposes of explanation and questions. Employees must sign and return the Election Form to Employee Relations no later than March 12, 2007 at 5 p.m.
7. The District and AFT agree that the positions held by employees listed in Attachment "C" are supervisors within the meaning of the Educational Employment Relations Act.
8. The District and AFT agree that the positions held by employees listed in Attachment "D" are confidential employees within the meaning of the EERA.
9. AFT hereby withdraws its unit modification petition (Case No. LA-UM-749-E).
10. The Classified Supervisors Association hereby withdraws its petition for recognition (Case No. LA-RR-1125-E).

IA <sup>10/24</sup>  
JM

- 11. The Certificated Supervisors Association hereby withdraws its petition for recognition (Case No. LA-RR-1128-E).
- 12. The Professional Employees Association hereby withdraws its petition for recognition. (Case No. LA-RR-1126-E).
- 13. AFT hereby withdraws its objections to the District's unit modification petition (LA-UM-772-E)
- 14. This Settlement Agreement represents a full and complete resolution of the claims and disputes between the parties based upon the above-referenced matter. By entering into this Settlement Agreement, neither party waives the merits of any claims or positions it has taken in this matter.
- 15. The undersigned parties represent that they have read and understand the terms of this settlement and that they are authorized to execute this Settlement Agreement on behalf of their principals.

For San Diego CCD:

For Petitioner/Respondent AFT:

*Maura Murphy*  
2/14/07  
 Date

*Jim [unclear]*  
2/15/07  
 Date

For Petitioner Classified Supervisors' Association

For Petitioner Professional Employees Unit

*Travis Alvarez*  
2-14-07  
 Date

*Lance A. De [unclear]*  
2-14-07  
 Date

For Petitioner Certificated Supervisors' Association

*Travis Alvarez*  
2-14-07  
 Date

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ATTACHMENT "A"  
PROFESSIONAL EMPLOYEES

1. Vigil Afan (Accounting Specialist, Miramar College)
2. Ramon Campos (Architectural Designer II, Facilities)\*
3. Liane Demeo (Administrative Analyst, Student Services)\*
4. Ramon Fonseca (Architectural Designer I, Facilities)\*
5. Brenda Gentry (District Office Accounting Specialist)
6. Catrina Hixon (Administrative Analyst, Student Services)\* - currently on leave
7. Nancy Johnson (Interim Administrative Asst.)
8. Michael Ledesma (District Office Accounting Specialist)
9. Peter Miles (Instructional Design Coordinator, Instructional Services)
10. Lori Oldham (Instructional Program Placement Specialist, City College)
11. Phillip San Filippo (Construction Inspector II, Facilities)
12. Bernard Sena (Buyer, Business Services)\*
13. Laura Stark (Senior Office Manager, Information Technology)
14. Vanessa White (Buyer, Business Services)\*
15. Cindy Wijma (Research & Planning Analyst, Student Services)\*
16. Michael Large (Research & Planning Analyst, Student Services)\*
17. Xiao Ying Zhang (Research & Planning Analyst, Student Services)\*
18. Michele Ramirez (Retirement Specialist)

\* - signifies exempt position

JIA KM  
JM

ATTACHMENT "B"

CONFIDENTIAL EMPLOYEES - HR TECHS  
(EMPLOYMENT AND BENEFITS SECTIONS)

1. John Cole
2. Andrea Gonzales
3. Cheryl Laccina
4. Robin Taylor
5. Arlyn Uybungco
6. Ursula Salbato
7. Phyllis Nuernberger

IA ACAM  
Jm

ATTACHMENT "C"

CLASSIFIED SUPERVISORS

1. Gabriela Alvarez (Administrative Asst., Student Services)
2. Bobbi Aumand (Senior Office Manager, Military Education)
3. Annette Delozier (Clerical Supervisor, Miramar)
4. Daniel Gutowski (Hourglass Park Coordinator)
5. Joseph Hankinson (Placement Officer, Miramar)
6. Althea Kardos (Administrative Asst., Instructional Services)
7. Mary Lee (Administrative Asst., Communication Services)
8. Larry Maxey (Placement Officer, City)
9. Francine McCorkell (Instructional Support Supervisor, Miramar)
10. Jeff Mills (Systems Support Analyst, Instructional Services)
11. Majeda Nasrawi (Instructional Support Supervisor, City)
12. Alice Nelson (Student Services Supervisor I, Miramar)
13. Jennifer Nickles (Accounting Supervisor, Miramar)
14. Gerald Quick (Chief Broadcast Engineer, City)
15. Annaliza Soriano (Hourglass Park Supervisor)
16. Laura Van Houten (Curriculum Analyst, Instructional Services)
17. Vuong Nguyen (Instructional Support Supervisor, Miramar)
18. Joyce Williams (Clerical Supervisor, Miramar)
19. Steve Manczuk (Web Designer, Mesa)
20. Heidi Bundowske (Information Officer, City)
21. Lynne Mayfield (Information Officer, Continuing Education)
22. Sandra Trevisan (Information Officer, Miramar)
23. Caroline Heil (Information Officer, Mesa)
24. Cynthia Welch (Administrative Assistant, Facilities)
25. David Backensto (Property Agent)

Note – this list does not include all classified supervisors but rather only those which were put at issue by the AFT unit modification case.

JIA  
JEM  
JM

ATTACHMENT "D"

CONFIDENTIAL EMPLOYEES

(List of confidential positions not including those listed in Attachment "B")\*

- ~~1. Andrea Whelan (Administrative Assistant, Business Services)~~ *error*
2. Jeff Giles (Human Resources Technician)
3. Ruth San Filippo (Chancellor's Office Assistant)
4. Bruce (James) Macleod (Board Office Assistant)
5. Josie Balesteri (Administrative Technician, Board Office)
6. Jackie Biser (Clerical Assistant, Human Resources)
7. Amber Fair (Administrative Technician, Human Resources)
8. Jeff Lumban (Administrative Technician, Human Resources)
9. Patricia Bethel-Parmer (Human Resources Technician)
10. Ellyn Hall (Human Resources Technician, Human Resources)
11. Lisa McEwan-Godwin (Administrative Technician, Human Resources)
12. Erin Milligan-Hill (Labor Relations Analyst, Human Resources)

\* Parties have also agreed that one Human Resource Technician position in Employment and one Human Resource Technician position in Benefits shall be designated as confidential.



IA  
AFT  
Jr

**PERB SETTLEMENT AGREEMENT  
ATTACHMENT "E"**

As a result of the PERB unit modification settlement agreement between the AFT Guild, Local 1931 and the San Diego Community College District, Confidential or Professional employees identified on Attachment A and B will be granted the opportunity to make a one-time choice to either remain in the Confidential non-exclusively represented unit (ACE), the Supervisory-Professional Employees (SPEU) non-exclusively represented unit, or to move to the AFT Office-Technical Unit. The following provisions will govern this choice:

- If an employee elects to remain in either the ACE or SPEU unit, the employee shall remain in that unit provided the employee remains in the same classification the employee occupied at the time of the employee's unit election/selection.
  1. An employee who elects to remain in either the ACE or SPEU unit will continue under the provisions of that Handbook for purposes of working conditions, salary and benefits.
- If an employee elects to move to the AFT Office-Technical Unit:

**Effective April 1, 2007 – December 31, 2008**

1. The employee will become a member of the AFT Office-Technical unit, and thus, will be represented by the AFT in all matters regarding his/her employment relationship with the District.
2. The employee will be governed by the terms and conditions of the AFT Office-Technical collective bargaining agreement, provided however, that pay and benefits will be as set forth in the ACE or SPEU Handbook. These economic issues, such as wages, overtime pay, retirement, insurance, vacation accrual rate, leaves and holidays will governed by the applicable Handbook. This would include \$100,000 life insurance; \$1200 annual auto insurance; \$43 annual AAA additive; 3 month early retirement incentive as if the employee remained in the ACE or SPE unit through December 31, 2008.

**Effective January 1, 2009**

3. The employee will be placed on the Office-Technical Salary Schedule at the same step and range s/he is on in the Confidential or SPEU salary schedule as of January 1, 2009. The employee will receive an additive equal to the number of dollars needed to maintain her/his gross salary on the ACE or SPEU salary schedule as of January 1, 2009. If there is not a current range equal to the employee's current range, the District and AFT will mutually create or agree upon the appropriate range(s).
4. The employee will continue to receive this additive amount as long as the employee remains in active service with the District. The amount of this additive will be adjusted/increased in the future by the same percentage as the increase in the Office-Technical Salary Schedule for that range and step.

In the case of a promotion, this additive will be considered part of the base salary in determining the unit member's step placement on the new salary range. If there is not a step of the new range that equals the employee's current salary (including the additive) plus the additional five percent (5%) promotional increase, a new additive will be created such that the new salary plus new additive equals the old salary (including old additive) plus five percent (5%).

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5. Effective January 1, 2009, compensation will be governed by the terms and conditions of the AFT Office-Technical collective bargaining agreement. (The parties will add appropriate language for exempt employees if an exempt employee chooses to be in the Office Technical Unit). Specifically, the employee will begin to have the employee portion of PERS paid by the District, will have her/his life insurance benefit, retirement bonus amounts and vacation accrual rates adjusted to those levels currently in effect for the AFT Office-Technical unit, and will lose the \$1200 annual auto insurance; \$43 annual AAA additive; The net cost of these changes will be funded out of the AFT's 2009 Office-Technical Resource Allocation Formula.