

**SIDELETTER BETWEEN  
SAN DIEGO COMMUNITY COLLEGE DISTRICT AND  
AFT GUILD, LOCAL 1931 NANCE BARGAINING UNIT**

The Parties agree to the following terms and conditions regarding unit members in the AFT Guild NANCE Collective Bargaining Unit:

**Sick Leave Allowance**

Any District employee who ~~resigns and~~ is rehired as a unit member within thirty-nine (39) months of the last date of paid District service shall have all accumulated, unused full-salary sick leave credits restored. **This clause applies to the new position regardless of whether the leave was earned in an academic, or classified, or NANCE role.**

**Transferred sick leave from a prior position remains available for use in the new position but will be maintained separately for retirement purposes. Such leave cannot be counted toward service credit, is not compensable to the new position's retirement agency, and unused amounts are not reportable for service credit under PERS requirements. This provision does not apply to leave transferred to a different employer. ~~Employees returning after transferring leave to another employer must follow the District's standard leave transfer process.~~**

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Jared Burns, Vice Chancellor of  
People, Culture, and Technology Services

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Jim Mahler, President  
AFT Guild, Local 1931