

# Know Your Rights!

## What is “excessing”?

The technical term in the union contract for excessing is “reduction of staff.” It refers to a type of involuntary transfer from one work site to another to achieve a reduction of staff at the originating work site. Excessing can occur only at the following times and under the following conditions:

- ✓ At the end of a school year based on student enrollment estimates for the next year
- ✓ During the school year based on actual enrollments
- ✓ During or at the beginning of a school year in response to decreases in categorical and/or site funding

## How are employees selected for excessing?

When the supervisor determines that the site must reduce staff, principals should first ask for volunteers to meet the desired reduction of staff. If there are no volunteers, the member with the least seniority at the grade level (K-3 or 4-6), in the subject area or in the program that is to be reduced should be transferred. However, that member may be able to exercise seniority rights to stay at the site. To exercise seniority rights she has to:

- ✓ Have taught in SDUSD in a different subject or at a different level for at least 2 school years in the last 9 years, or 1 school year within the last 5,
- ✓ And be more senior than another employee who works in the subject or at the grade level in which she wishes to exercise seniority rights.

## What is Priority Consideration and how do I know if I have it?

A member who is excessed from his site (or is assigned to a school that is going to be closed) has Priority Consideration status in the Post and Bid process. A member with priority consideration is guaranteed an interview and must be hired for a position that he bids on so long as he is qualified for the position (based on the description in the posting). This guarantee is complicated when multiple bidders with Priority Consideration bid on the same position. In such case, SDUSD must interview all bidders with Priority Consideration and must hire one of the bidders with Priority Consideration. Also, keep in mind that Priority Consideration does not apply to staffing at API 1-3 schools or at magnet schools. A member’s Priority Consideration expires on September 1, or upon placement in a position, whichever comes first.

## If I’m excessed, can I return to my site when enrollment goes up again?

The union contract states that when October enrollment justifies, a member may go back to her original site with the agreement of the “division head” (School Improvement Officer). If you’d like to return to your original site, keep an eye on its enrollment numbers by staying in touch with union members and/or the principal.

*Sources: Collective Negotiations Contract, July 1, 2006 – June 30, 2008 (Sections 12.7.3, 12.1.9, 12.3.1, 12.1.11, and 3.1.10)*

SAN DIEGO EDUCATION ASSOCIATION

[www.sdea.net](http://www.sdea.net)

(619) 283-4411



**EXCESSING**