

Tentative Agreement
between
National Union of Healthcare Workers
and the
Elk Grove Unified School District
May 13, 2020

The Elk Grove Unified School District ("District") and the National Union of Healthcare Workers ("NUHW"), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Tentative Agreement ("Agreement") to resolve negotiations for the 2019-2020 school year with no reopeners. All of the terms included in this Agreement are contingent upon approval by the Sacramento County Office of Education and ratification by both parties.

1. 2019-2020 School Year: The Parties agree that this Tentative Agreement completes all reopener negotiations sunshined by the Parties for the 2019-2020 school year and that there shall be no change to any provision of the Parties' collective bargaining agreement, except those provided in this Tentative Agreement. For the 2019-2020 school year, unit members' total compensation, including, but not limited to salary and health and welfare benefits, shall remain status quo. In addition, all other terms and conditions of the parties' existing collective bargaining agreement shall remain in full force and effect.

2. 2020-2021 School Year: The Parties agree to extend the current collective agreement between NUHW and the District, which was set to expire on June 30, 2020, to now expire on June 30, 2021, and to include the changes agreed below. The parties agree that NUHW and the District may each reopen up to four (4) articles for the 2020-2021 school year.

3. Probationary Period: Effective beginning July 1, 2020, the parties agree to the following revision to Article 11 of the Parties' collective bargaining agreement:

a. Article 11, Section 11.3 Probationary Period: The probationary period for all new employees shall be a period of ~~one year (1 year)~~ six months of probationary service or 130 days of paid service in a classification, whichever is longer. An employee who is serving the District in a position will become a regular or permanent employee after the probationary period has been served.

4. Imminence of Death: Effective beginning July 1, 2020, the Parties agree to add New Section 17.17 Imminence of Death Leave.

17.17 Imminence of Death Leave

17.17.1 A partially paid (differential) leave, not to exceed fifteen (15) days, may be granted for a doctor certified critical or terminal illness of a member of the immediate family.

17.17.2 The cost of a substitute will be deducted from the employee's salary warrant.

5. Contract Clean-Up: The parties agree to a NUHW and District working group to complete the contract clean-up process. This includes updating language without changing the intent of an Article or Section of the Parties' collective bargaining agreement.

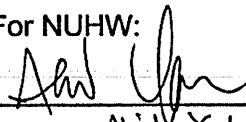
6. PT, OT, and COTA Positions:

The parties agree that in addition to the reopeners described in this Tentative Agreement, the parties will negotiate changes to the Collective Bargaining Agreement necessary to address the addition of the PT, OT, and COTA classifications consistent with the parties' April 6, 2020 MOU.

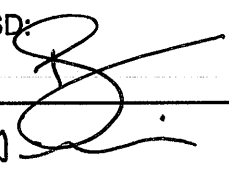
7. Completion of Negotiations: The parties agree that this Tentative Agreement completely resolves negotiations for the 2019-2020 school year.

8. Ratification: This Tentative Agreement is subject to ratification by NUHW, and approval by the Elk Grove Unified School District Board of Trustees.

For NUHW:


Abid Yahya

For EGUSD:



Dated: 5/14/20

Dated: 5/14/20