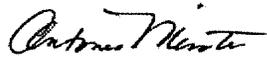


Tentative Agreement
between
Psychologists' and Social Workers' Association
and the
Elk Grove Unified School District
May 29, 2020

The Elk Grove Unified School District ("District") and the Psychologists' and Social Workers' Association ("PSWA") 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. Term of Agreement and Reopeners:
 - a. The Parties agree to create a new collective agreement between PSWA and the District with a term of July 1, 2020 through June 30, 2021. The parties agree that PSWA and the District may each reopen up to four (4) articles for the 2020-2021 school year.
 - b. The Parties agree to also carryover negotiations begun during the 2019-2020 school year pursuant to the Parties' 2019-2020 sunshine proposals into the 2020-2021 school year.
3. Contract Clean Up: The parties agree to a PSWA 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.
4. Completion of Negotiations: The parties agree that this Tentative Agreement completely resolves negotiations for the 2019-2020.
5. Ratification: This Tentative Agreement is subject to ratification by PSWA, and approval by the Elk Grove Unified School District Board of Trustees.

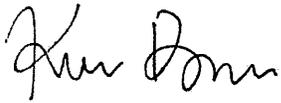
For PSWA:



PSWA President 5/29/2020

Crystal Jones

PSWA Vice President 5/29/2020



PSWA Member At Large 5/29/2020

Abigail Allen

PSWA Member at Large 5/29/2020



PSWA Secretary 5/29/2020

Tina Smith

PSWA Negotiator 5/29/2020

For EGUSD:



David Reilly

Associate Superintendent, HR



Robert Pierce

Deputy Superintendent, Business Services &
Facilities