

Side Letter of Agreement
between
Elk Grove Education Association
and the
Elk Grove Unified School District
July 7, 2020

The Elk Grove Unified School District ("District") and the Elk Grove Education Association ("EGEA"), collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Side Letter of Agreement ("Agreement") to resolve negotiations for the 2019-2020 school year with no reopeners.

1. 2019-2020 School Year: The Parties agree that this 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 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 EGEA and the District with a term of July 1, 2020 through June 30, 2021. The parties agree that EGEA and the District may each reopen up to four (4) Articles for the 2020-2021 school year.

b. In addition to section 2(a.) above, the Parties agree to carryover negotiations begun during the 2019-2020 school year pursuant to the Parties' 2019-2020 sunshine proposals into the 2020-2021 school year including the following negotiations topics:

- i. Adult Education
- ii. Transfers
- iii. H-Step
- iv. Secondary Education
- v. Special Education
- vi. Reduced Workload Program
- vii. Stipends/Criteria Approval Process
- viii. Leaves
- ix. Computer Resource Teachers, Physical Education Teachers, Instructional Coaches, and Counselors

c. The Parties also agree that the impacts of COVID-19 on working conditions and current contract language will need to be negotiated for the 2020-21 school year. The

parties agree that any MOU for 2020-21 school year is in addition to the four (4) articles that can be reopened as described in section 2(a.).

3. Contract Clean-Up: The parties agree to an EGEA 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.

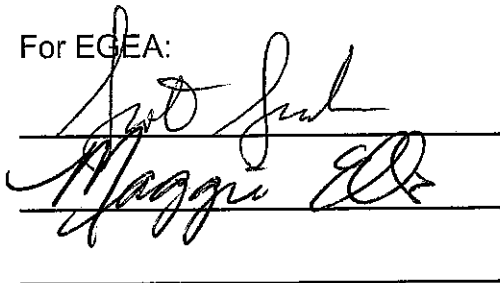
4. Completion of Negotiations: The parties agree that this Agreement completely resolves negotiations for the 2019-2020.

5. Authorized to Complete Agreement. The Parties represent that they have read and understand the terms of this Agreement, and are authorized to execute this Agreement on behalf of their party, EGEA and District.

6. Complete Agreement. The Parties agree that this Agreement is the complete agreement regarding 2019-2020 reopener negotiations and that there are no other oral or written agreements between the Parties regarding the 2019-2020.

7. Board Action: The Parties agree that this Agreement becomes effective upon approval by the District Board of Education.

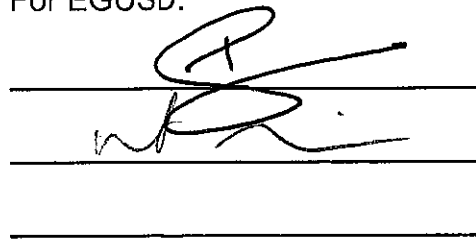
For EGEA:



Dated:

7/8/20

For EGUSD:



Dated:

7/7/20