

Memorandum of Understanding
between
Amalgamated Transit Union, Local 256
and the
Elk Grove Unified School District
July 8, 2020

The Elk Grove Unified School District ("District") and the Amalgamated Transit Union, Local 256 ("ATU") collectively referred to as "the Parties," have considered their mutual interests and have agreed to enter into this Memorandum of Understanding ("Agreement") to completely resolve negotiations for the 2019-2020 school year.

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 regarding updates to the probationary period language 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 extend the current collective agreement between ATU and the District through June 30, 2021. The parties agree that ATU and the District may each reopen up to four (4) articles for the 2020-2021 school year. The parties further agree to sunshine proposals as soon as possible for bargaining for the successor agreement, which will begin on July 1, 2021.
- 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 2019-2020 sunshined items.

3. **Probationary Period:** Effective beginning July 1, 2020, the parties agree to the following revisions to Article 3, Article 14, and Article 17 of the Parties' collective bargaining agreement:

- a. **Article 3, Section 3.202 Probationary Period:** The probationary period for all bus drivers shall be **six (6) months of probationary service or 130 days of paid service, whichever is longer in a class.**

~~180 days worked.~~ The probationary period for all other unit members shall be six (6) months **of probationary service or 130 days of paid service, whichever is longer in a class.**

Time spent on leave of absence shall not apply toward completion of the probationary period. Probationary employees may be dismissed at the discretion of the Governing Board. At the satisfactory conclusion of the established probationary period, each employee is deemed to be a permanent employee.

b. **Article 14, Section 14.104:** In the case of a non-administrative classified employee who has regular or permanent status but who is promoted to a higher classification, there is a six-month probationary period of service or 130 days of paid service, whichever is longer in the new classification.

c. **Article 17, Section 17.102:** The probationary period for bus drivers shall be six (6) months of probationary service or 130 days of paid service, whichever is longer in a class. ~~480 days worked.~~

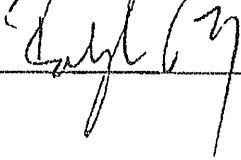
The probationary period for all other unit members shall be a period of six (6) months of probationary service or 130 days of paid service, whichever is longer in a class. Time spent on leave of absence shall not apply toward completion of the probationary period. Probationary employees may be dismissed at the discretion of the Governing Board. At the satisfactory conclusion of the established probationary period, each employee is deemed to be a permanent employee.

4. **Contract Clean Up:** The parties agree to an ATU 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.

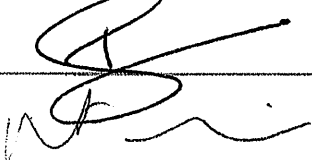
5. **Completion of Negotiations:** The parties agree that this Agreement completely resolves negotiations for the 2019-2020.

6. **Ratification:** This Agreement and contract extension is effective upon ATU's Agreement and approval by the Elk Grove Unified School District Board of Trustees.

For ATU:



For EGUSD:



Dated: _____

7.23.20

Dated: _____

7/23/20