

Tentative Agreement
between
California School Employees Association
And Its Elk Grove Chapter #831
And the
Elk Grove Unified School District

August 25, 2020

The Elk Grove Unified School District ("District") and the California School Employees Association and its Elk Grove Chapter #831 ("CSEA"), 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 that CSEA 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 2019-2020 sunshined items.

3. Probationary Period: Effective beginning July 1, 2019, the parties agree to the following revisions to Article 7 and Article 10 of the Parties' collective bargaining agreement:

a. Article 7, Section 7.14: "Permanent" as used in the phrase "permanent employee" is a member of the bargaining unit who has completed an initial probationary period member has satisfactorily completed **six months of probationary service or 130 days of paid service, whichever is longer in a class. not to exceed one hundred thirty (130) days of paid service.** Service toward permanent status shall not include time as a substitute employee.

b. Article 7, Section 7.17: "Probation" is a period of six months **of probationary service or 130 days of paid service, whichever is longer,** excluding all non-contractual days (examples: winter, spring and summer breaks) that an employee must satisfactorily complete to be made a permanent employee.

c. Article 10, Section 10.5: Probationary employees shall be evaluated by their primary administrator prior to the recommendations for permanency. An employee's self-review check in may be completed before the end of the third month of employment and a subsequent evaluation shall be completed before the end of the sixth month of employment on standard evaluation forms. Probationary bargaining unit members shall obtain permanent status on the first day after a period of six months **of probationary service or 130 days of paid service, whichever is longer** excluding all non-contractual days (examples: winter, spring and summer breaks) that an employee must satisfactorily complete to be made a permanent employee.

d. Article 10, Section 10.13: The six months **of probationary service or 130 days of paid service, whichever is longer** probationary period excludes all non-contractual days (examples: winter, spring and summer breaks).

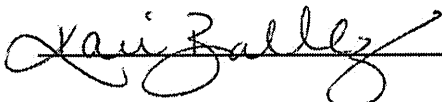
e. Article 10, Section 10.12: Evaluations may be grieved for procedural violations of this Article. An employee shall serve a six (6) month probationary period **or 130 days of paid service, whichever is longer**.

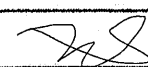
4. Contract Clean Up: The parties agree to a CSEA and District working group to complete the contract clean-up process. This includes updating language without changing the intent of an Article or Section of the Parties' collective bargaining agreement.

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

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


For CSEA:






Dated: 8/27/2020

For EGUSD:





Dated: 8/28/20