

2020-2021 REOPENER NEGOTIATIONS
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
ELK GROVE CHAPTER #831 (CSEA)
and the
ELK GROVE UNIFIED SCHOOL DISTRICT (DISTRICT)

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", agree to the following Tentative Agreement ("Agreement") regarding reopener negotiations for the 2020-2021 school year.

1. The Parties acknowledge and agree that they have negotiated fully and have completed reopener negotiations for the 2020-2021 school year.
2. The Parties acknowledge and agree that negotiations for the 2020-2021 school year did not include any agreements to change compensation, benefits, nor did it include any agreements to change any term or condition of employment. In addition, negotiations for the 2020-2021 school year did not include any agreements to change the Parties' collective bargaining agreement.
3. The Parties agree that this is the complete agreement between the Parties regarding 2020-2021 reopener negotiations, and that there are no other verbal or written understandings in addition to this Agreement, dated prior to the date of this Agreement.
4. Nothing in this agreement shall be construed as limiting any rights the parties otherwise retain under the provisions of the Educational Employment Relations Act.



Lance Hawkins, Chapter President
CSEA Chapter #831

4/21/2022

Date



Mauricio Vides, Labor Relations Representative
CSEA

4/21/22

Date



David Reilly, Associate Superintendent
Elk Grove Unified School District

4/21/22

Date



Robert Pierce, Deputy Superintendent
Elk Grove Unified School District

4/21/22

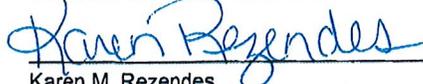
Date



Amreek Singh, Chief Human Resources Officer
Elk Grove Unified School District

4/21/22

Date



Karen M. Rezendes
for Elk Grove Unified School District

4-21-22

Date

2021-2022 SUCCESSOR NEGOTIATIONS
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
ELK GROVE CHAPTER #831 (CSEA)
and the
ELK GROVE UNIFIED SCHOOL DISTRICT (DISTRICT)

Strikethrough = language to be removed: ~~example~~

Bold/Italic/Underline = proposed language: ***example***

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", agree to the following Tentative Agreement ("Agreement") regarding successor negotiations for the 2021-2022 school year:

1. Safety Mitigation Protocols.

The Parties agree that the District shall continue to adhere to State and Sacramento County Public Health Department safety mitigation orders and guidelines. Such safety and mitigation orders and guidelines continue to adapt based on the changing conditions of the pandemic. The District and CSEA will continue to meet and confer regarding changes to safety protocols. CSEA will work collaboratively with the District in any necessary public health actions.

2. Full Return to In-Person Instruction 2021-2022 School Year.

The Parties agree that the District has the sole and exclusive discretion working in consultation with State and County Health officials and in compliance with State and Local Health orders and laws to determine the status of the in-person instructional model. For the 2021-2022 school year and consistent with all State and County Health orders and laws, the District has determined that unit members and students shall fully return to in-person instruction.

a. Reasonable Accommodations and Interactive Process.

The Parties agree that if a unit member believes that they are unable to return to full in-person student instruction for the 2021-2022 school year due to a disability or medical condition, the unit member should contact the District's Human Resources Department to schedule an interactive process to determine whether they are eligible for reasonable accommodations.

3. ARTICLE 1: PURPOSE OF AGREEMENT

Article 1.4: The Parties agree to the following revisions to Article 1.4:

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The parties agree to ~~extend the collective bargaining agreement between the parties a~~ **new three (3) year term for the collective bargaining agreement. The new term shall begin on or after July 1, 2018 to June 30, 2021 July 1, 2021 and expire on June 30, 2024.** Except as provided in this Tentative Agreement, all other terms and conditions of the parties' collective bargaining agreement shall remain in full force and effect. For the ~~2019-2020 and 2020-2021~~ **2022-2023 and 2023-2024** school years, the parties agree to reopen negotiations on salary, benefits and an additional two articles identified by each party.

4. ARTICLE 5: ORGANIZATIONAL SECURITY

Article 5: Proposed Language

~~5.1 It is the mutual intention of the parties that the provisions of this Article protect the rights of individual workers without restricting CSEA's right to require every bargaining unit member, except those exempt from these provisions, to pay a fair share of the cost of collective bargaining activities.~~

~~5.2 Except as expressly exempted herein, all bargaining unit members who do not maintain membership in good standing in CSEA are required, as a condition of continued employment, to pay service fees to CSEA, in amounts that do not exceed the periodic dues of CSEA, for the duration of this agreement.~~

~~5.3 The District and CSEA intend to implement the provisions of SB1960 as set out in this Agreement effective January 1, 2001.~~

~~a. Bargaining unit members shall maintain membership in good standing in CSEA, pay service fees directly to CSEA or, if a religious exemption is granted, make equivalent payments to charity in lieu of service fees.~~

~~5.4 No bargaining unit member shall be obligated to pay dues or service fees to CSEA until the first of the month following thirty (30) calendar days after the bargaining unit member first comes into the bargaining unit.~~

~~5.5 Any bargaining unit member who is a member of a religious body whose traditional tenets or teachings include objections to joining or paying service fees to employee organizations shall not be required to join, maintain membership in, or pay service fees to CSEA as a condition of employment. However, such bargaining unit member shall be required, in lieu of a service fee required by this Agreement, to pay sums equal to such service fee to one of the following non-religious, non-labor organizations, charitable funds exempt from taxation under Section 501 (c) (3) of the Internal Revenue Code.~~

~~a. Mercy Hospice~~

~~b. National Children's Cancer Society~~

~~c. EGUSD Healthy Start Program~~

~~5.5.1 Any bargaining unit member claiming this religious exemption must file a written request for exemption with CSEA. If the request is granted, the bargaining unit member~~

~~shall, as a condition of continued exemption from the requirement of paying service fees to CSEA, furnish CSEA with copies of receipts from the charity selected, as proof that such payments have been made, or shall authorize payroll deduction of such payments.~~

~~DUES AND SERVICE FEE DEDUCTIONS~~

~~5.6 CSEA has the sole and exclusive right to have employee organization membership dues and service fees deducted by the District for employees in the bargaining unit.~~

~~5.7 The District shall deduct, in accordance with the CSEA dues and service fee schedule, dues, service fees, or payments to charity in lieu of service fees from the wages of all bargaining unit members who have submitted payroll deduction authorization forms to the District. Such authorization shall remain in effect until expressly revoked in writing by the bargaining unit member.~~

~~5.8 The District shall, without charge, pay to CSEA within fifteen (15) days of the deduction all sums so deducted, except that the District shall pay to the designated charity sums deducted in lieu of service fees from the wages of bargaining unit members whose requests for religious exemption have been approved by CSEA pursuant to this Agreement.~~

~~5.9 Along with each monthly payment to CSEA, the District shall, without charge, furnish CSEA with an alphabetical list of all bargaining unit members, identifying them by name, social security number, months per year in paid status and monthly salary, and indicating the amount deducted, if any, and whether such deduction is for dues, service fees or charitable contributions.~~

~~5.10 Nothing contained herein shall prohibit a bargaining unit member from paying service fees directly to CSEA.~~

~~5.11 The District shall immediately notify the CSEA Chapter Treasurer if any member of the bargaining unit revokes a dues, service fee or payment in lieu of service fee deduction authorization.~~

~~5.12 The District shall deduct and pay to CSEA service fees for each bargaining unit member who is obligated to pay such fees, pursuant to this Agreement, unless CSEA notifies the District that the bargaining unit member is paying such fees directly to CSEA. A payroll deduction authorization form shall not be required for such deductions.~~

~~MISCELLANEOUS~~

~~5.13 CSEA will furnish all service fee payers with an adequate explanation of the basis for the fee and the calculation of that portion of the fee which is chargeable to activities related to collective bargaining. CSEA will provide all service fee payers with a reasonable prompt opportunity to challenge this calculation before an impartial decision maker and will deposit into an interest-bearing escrow account all amounts reasonably in dispute while such challenges are pending.~~



~~5.14 CSEA agrees to reimburse the District, its officers and agents for reasonable attorney's fees and legal costs incurred after notice to CSEA in defending against any court of administrative action challenging the legality of the organization security provisions of this Agreement or the implementation thereof.~~

~~5.15 CSEA agrees to reimburse the District, its officer and agents for any award or compromise of damages or liability arising out of any court of administrative action challenging the legality of the organization security provisions of this Agreement or the implementation thereof, provided the District has complied with the terms of this Article and has promptly notified CSEA of its awareness of such an action.~~

~~5.16 CSEA shall have the exclusive right to decide and determine whether any such action shall be compromised, resisted, defended, tried, or appealed.~~

5.1 CSEA shall provide the District with a certified list of those employees who have authorized membership dues deductions from his or her salary.

5.2 It is the mutual intention of the parties that the provisions of this article protect the rights of individual employees and CSEA's right to represent the interests of unit members.

5.3 CSEA has the sole and exclusive right to have employee organization membership dues deducted from employees in the bargaining unit.

5.4 After notification from CSEA of the employees who have elected membership, the District shall deduct, in accordance with the CSEA dues schedule, state and chapter dues, from the wages of all employees who elect to be members of CSEA. The employer shall, without charge, pay to CSEA within thirty (30) days of the deduction, all sums so deducted.

5.5 If any member of CSEA indicates their intention to revoke their membership status, the District shall immediately refer the member to CSEA and CSEA will be responsible for processing these requests. The District will rely on information provided by CSEA regarding dues payroll deductions.

5.6 CSEA agrees to defend, indemnify, and hold the District harmless in any action taken to implement the terms of Article 5 of this agreement, and for any claims by employees for deductions made in reliance on Article 5 of the parties' collective bargaining agreement, CSEA's notification to the District, or information that CSEA provides to the District regarding employee payroll deductions.

5. Article 8: DUTY HOURS AND WORKING CONDITIONS

a. Article 8.9: New Language

8.9 The District will provide as determined by the unit member's supervisor all necessary technology, equipment, and supplies for bargaining unit members to perform their duties and responsibilities if a concern develops where an

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employee feels they are not provided with the necessary technology, equipment and supplies, CSEA and the District will meet & confer.

b. **The Parties agree to include Article 8 as an automatic re-opener during 2022-2023 re-opener negotiations.**

6. ARTICLE 12: Layoffs

The parties agree to include Article 12 as an automatic re-opener during 2022-2023 re-opener negotiations.

7. 2021-2022 Ongoing Compensation.

a. Effective retroactive to July 1, 2021, the parties agree to a new 2021-2022 CSEA salary schedule consistent with the attached and initialed new 2021-2022, #23 CSEA salary schedule. (Attachment A-New 2021-2022 #23 CSEA Salary Schedule)

b. The Parties agree that the section 7(a) retroactive payment shall not apply to any supplemental pay and overtime pay for work performed during the 2021-2022 school year.

8. 2021-2022 One-time Compensation.

a. Based upon the attached and initialed new 2021-2022, #23 CSEA salary schedule (Attachment A), unit members shall receive a one-time off-of-the schedule payment of four percent (4%) of base pay. This one-time payment shall be prorated for less than full time unit members. To be eligible for this one-time payment, the unit member must be in paid status with the District on April 21, 2022. Unit members who are eligible for salary schedule movement during the 2021-2022 school year shall receive this one-time compensation based on their adjusted salary based on their salary schedule placement and FTE (full time equivalency).

b. For unit members that change positions and/or bargaining units during the 2021-2022 school year, this one-time payment will be calculated consistent with Section 8(a) and based on the CSEA unit member's paid days working in an CSEA unit member position at the time the one-time payment is calculated and will be applied to the CSEA's unit member's base pay if in paid status with the District on the date of April 21, 2022.

c. The Parties agree that the section 8(a) and (b) one-time retroactive payment shall not apply to any supplemental pay and overtime pay for work performed during the 2021-2022 school years.

9. Article 17 Leaves: Bereavement.

a. Effective upon ratification of this agreement by both parties, the Parties agree to replace Sections 17.8, 17.25, and 17.26 of the collective bargaining agreement as follows:

b. 17.8. Immediate family shall mean the biological, adopted, or foster child, stepchild, legal ward, or a child to whom the employee or the employee's spouse or registered domestic partner stands in loco parentis, regardless of age or dependency status; an employee's or an employee's spouse/registered domestic partner's a-biological, adoptive, or foster parent, stepparent, or legal guardian or a person who stood in loco parentis when the employee or the employee's spouse/registered domestic partner was a minor child; a spouse; a registered domestic partner; a grandparent; a grandchild, or a sibling; the employee's spouse's/registered domestic partner's children, parents, grandparents, grandchildren, or siblings, or any relative living in the immediate household of the employee.

17.25 Bereavement Leave. Unit members shall be granted three (3) days paid leave of absence on account of death of any member of his/her immediate family, which includes children, parents, grandparents, grandchildren, or siblings of the employee's spouse or registered domestic partner consistent with the Section 17.8 definition of "immediate family" and five (5) days if out-of-state travel is required. Three (3) days of paid bereavement leave shall be available for unit members who experience a miscarriage. If the loss is of a spouse or a child, including stillbirth, unit members shall be granted ten (10) days of bereavement leave. Prior approval is not required.

Both parents may utilize bereavement leave for purposes of miscarriage and stillbirth. For purposes of this bereavement leave section the Centers for Disease Control and Prevention's (CDC's) definition of miscarriage and stillbirth shall apply.

17.26 Bereavement Leave days shall not be deducted from the sick leave balance.

10. Article 17: Pregnancy Disability Leave

Effective upon ratification of this agreement by both parties, replace sections 17.46, 17.47, and 17.48 of the collective bargaining agreement with the following:

17.46 Paid Pregnancy Disability Leave.

During the period of time during which a unit member is physically disabled and unable to perform their regular duties due to pregnancy, miscarriage, childbirth and/or recovery there from, such full time unit member shall be granted up to 20 work days of fully Paid Pregnancy Disability leave, prorated for less than full time unit members, consistent with the following.

a. Paid Pregnancy Disability Leave is only available for use during the period of the unit member's pregnancy-related disability, to be used beginning on the first day of the unit member's pregnancy-related disability and shall be used first prior to sick leave use, and will not be accrued and will not be coordinated

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with other leaves for any for other purposes. Pregnancy Disability Leave shall not be used for medical appointments that are pregnancy-related appointments.

b. To be eligible for this Paid Pregnancy Disability Leave, the unit member is required to submit signed medical documentation from a licensed physician to Human Resources specifying that the unit member has a pregnancy-related disability and the estimated amount of time off the unit member requires as a result of the pregnancy related disability.

c. Upon receipt by Human Resources of the signed medical documentation from a licensed physician specifying that the unit member has a pregnancy-related disability the unit member shall be entitled to use this Paid Pregnancy Disability Leave prior to utilizing the unit member's accrued and unused sick leave.

d. The Paid Pregnancy Disability Leave included in this section 17.46 does not modify any statutory right to disability leave.

11. Two Additional Professional Development Days (2021-2022 and 2022-2023). Two full contractual days per year (14 hours per year/28 hours total).

a. CSEA and EGUSD are committed to professional development for all unit members. It is understood that all unit members shall participate in up to two days of professional development during the 2021-2022 and 2022-2023 school year only, outside of the unit member's contracted work year focused on topics that may include, but are not limited to Equity, Cultural Responsiveness, Implicit Bias Awareness, and/or other related topics.

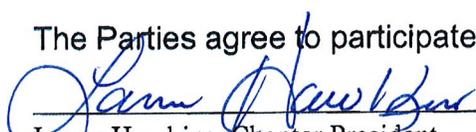
b. Unit members shall receive per diem pay for full day participation in such training.

c. During the 2021-2022 school year, a professional development plan shall be collaboratively developed by the District and representatives from all bargaining units. This professional development plan will require Board approval prior to implementation.

d. If full implementation of the training during the 2021-2022 and 2022-2023 school years does not occur, the parties shall meet and confer to discuss alternative means by which the training will be extended into a subsequent school year.

12. Comparability Study.

The Parties agree to participate in a comparability study.



Lance Hawkins, Chapter President
CSEA Chapter #831

4/21/2022

Date

[Handwritten signature]

Mauricio Vides, Labor Relations Representative
CSEA

4/21/22

Date

[Handwritten signature]

David Reilly, Associate Superintendent
Elk Grove Unified School District

4/21/22

Date

[Handwritten signature]

Robert Pierce, Deputy Superintendent
Elk Grove Unified School District

4/21/22

Date

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Amreek Singh, Chief Human Resources Officer
Elk Grove Unified School District

4/21/22

Date

[Handwritten signature: Karen M. Rezendes]

Karen M. Rezendes
for Elk Grove Unified School District

4/21/22

Date

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**ELK GROVE UNIFIED SCHOOL DISTRICT
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (CSEA)
Salary Schedule #23
2021/22**

Classification	Training	STEP						
	Classes (3%)*	1	2	3	4	5	6	7
Paraeducator	301	\$15.00	\$15.30	\$15.61	\$15.92	\$16.40	\$16.89	\$17.57
Elk Grove Adult & Community Education (EGACE)	302*	15.45	15.76	16.08	16.40	16.89	17.40	18.10
General	303*	15.91	16.23	16.56	16.89	17.40	17.92	18.64
Pre-Kindergarten	304*	16.39	16.72	17.06	17.40	17.92	18.46	19.20
	305*	16.88	17.22	17.57	17.92	18.46	19.01	19.78
	306*	17.39	17.74	18.10	18.46	19.01	19.58	20.37
Paraeducator - Special Education,	321	\$15.36	\$15.67	\$15.98	\$16.30	\$16.79	\$17.29	\$17.98
Mild/Moderate	322*	15.82	16.14	16.46	16.79	17.29	17.81	18.52
	323*	16.29	16.62	16.95	17.29	17.81	18.34	19.08
	324*	16.78	17.12	17.46	17.81	18.34	18.89	19.65
	325*	17.28	17.63	17.98	18.34	18.89	19.46	20.24
	326*	17.80	18.16	18.52	18.89	19.46	20.04	20.85
Paraeducator - 3 - K	351	\$16.72	\$17.05	\$17.39	\$17.74	\$18.27	\$18.82	\$19.57
Paraeducator - Special Education,	352*	17.22	17.56	17.91	18.27	18.82	19.38	20.16
Deaf & Hard of Hearing	353*	17.74	18.09	18.45	18.82	19.38	19.96	20.76
Moderate/Severe **	354*	18.27	18.63	19.00	19.38	19.96	20.56	21.38
Visually Impaired	355*	18.82	19.19	19.57	19.96	20.56	21.18	22.02
	356*	19.38	19.77	20.16	20.56	21.18	21.82	22.68
Child Associate	371	\$17.53	\$17.88	\$18.24	\$18.61	\$19.17	\$19.75	\$20.54
Family Advocate - Bilingual	372*	18.06	18.42	18.79	19.17	19.75	20.34	21.16
Family Advocate - General	373*	18.60	18.97	19.35	19.75	20.34	20.95	21.79
Parent Liaison	374*	19.16	19.54	19.93	20.34	20.95	21.58	22.44
Program Associate, Bilingual	375*	19.73	20.13	20.53	20.95	21.58	22.23	23.11
Teaching Associate, Bilingual	376*	20.32	20.73	21.15	21.58	22.23	22.90	23.80
Teaching Associate, General								
Teaching Associate, Infant/Toddler Program								
3 - K Instructor	511	\$22.58	\$23.72	\$24.90	\$26.15	\$27.46	\$28.83	\$30.27
Educational Interpreter for the Deaf & Hard of Hearing	512*	23.26	24.43	25.65	26.93	28.28	29.69	31.18
Health Assistant - Special Education	513*	23.96	25.16	26.42	27.74	29.13	30.58	32.12
Job Development Specialist	514*	24.68	25.91	27.21	28.57	30.00	31.50	33.08
Program Educator	515*	25.42	26.69	28.03	29.43	30.90	32.45	34.07
Project Implementor	516*	26.18	27.49	28.87	30.31	31.83	33.42	35.09
Project Implementor - Substance Abuse Prevention Educator								

LONGEVITY BONUS AT THE COMPLETION OF:

7th year	\$591
10th year	\$885
13th year	\$1,155
16th year	\$1,458
19th year	\$1,751
22nd year	\$2,063
25th year	\$2,371

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4/21/2022
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**CSESAP
MEMORANDUM OF UNDERSTANDING
between the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its
ELK GROVE CHAPTER #831 (CSEA)
and the
ELK GROVE UNIFIED SCHOOL (DISTRICT)
April 21, 2022**

The following is a Memorandum of Understanding (“MOU”) between the Elk Grove Unified School District (“District”) and the California School Employees Association and its Elk Grove Chapter #831 (“CSEA”). The District and CSEA agree to the following terms and conditions:

WHEREAS, the State of California via Education Code section 45500 (“Education Code Sec. 45500”) may allocate funds for Classified Employees to utilize as part of the Classified School Employee Summer Assistance Program (“CSESAP”); and

WHEREAS, the CSESAP requires a Local Education Agency to notify Classified Employees, by January 1 during a fiscal year in which moneys are appropriated for purposes of the CSESAP; and

WHEREAS, the District and CSEA believe Classified Employees employed the District should be afforded the opportunity to participate in the CSESAP; and

WHEREAS, the District and CSEA recognize funding for the CSESAP is contingent upon an appropriation in the annual Budget Act or another statute (Education Code Sec. 45500(o)(2))

NOW THEREFORE, in accordance with the foregoing recitals, the parties agree to the following:

1. The District agrees to participate in the CSESAP:
 - a. If CSESAP is appropriated in the 2022-2023 annual State Budget Act, then prior to January 1, 2023, the District agrees to send a notification informing Classified Employees of the District’s intent to participate in the CSESAP;
 - b. If CSESAP is appropriated in the 2022-2023 annual State Budget Act, then the notification shall outline the eligibility requirements of the CSESAP as well as any other information required by ED Code Sec. 45500;

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- c. If CSESAP is appropriated in the 2022-2023 annual State Budget Act, then the District agrees to comply with all timelines as established by the California Department of Education (“CDE”).
2. If CSESAP is appropriated in the 2022-2023 annual State Budget Act, then eligibility for the program:
 - a. Classified Employees must work in assignments of 11 months or less out of a twelve-month period;
 - b. Classified Employees must have worked for the District for at least one year as of March 1, 2023;
 - c. Classified Employees regular annual pay must not be more than \$62,400.00 (excluding any additional pay earned during summer recess in the previous fiscal year).
3. If CSESAP is appropriated in the 2022-2023 annual State Budget Act, then withholdings:
 - a. Participating Classified Employees may elect to withhold an amount not to exceed 10% of his/her regular monthly pay during the 2022-2023 school year.
 - b. No later than 30 days after the start of the 2022-2023 school year, an employee may withdraw his/her election to participate in the program or reduce the amount withheld from his/her pay, however a participating member will not be allowed to increase the withholding amount
 - c. If an employee separates from employment during the 2022-2023 school year, the employee shall be paid any monies withheld from his/her paycheck pursuant to this program;
 - d. If employees regular pay is at risk of being insufficient for the elected withholding to be deducted, the withholdings pursuant to this program will be stopped.
4. If CSESAP is appropriated in the 2022-2023 annual State Budget Act, then State matching funds:



- a. If the CDE matching funds are prorated, the participating unit member shall only be entitled to the matching funds as provided by the CDE.
- b. Participating unit members shall receive payment of the amounts withheld plus the amount apportioned by the CDE in either one or two payments.
- c. If a participating unit member elects to receive one payment, the amounts withheld, and the matching funds provided by the CDE shall be disbursed to the participating unit member at the end of month payroll following the District's receipt of funds from the CDE.
- d. If a participating unit member elects to receive two payments he/she shall receive payments as follows:
 1. The amounts withheld at the end of month payroll in July of the succeeding fiscal year.
 2. The matching funds provided by the CDE shall be disbursed to the participating unit member at the end of month payroll following the District's receipt of funds from the CDE.

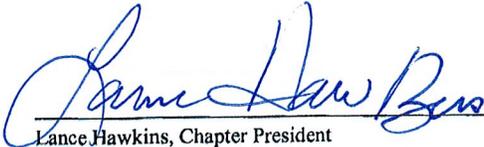
5. Disclaimer:

The Parties agree that participation in the CSESAP is contingent upon an appropriation of funds in the annual State Budget Act or another statute for purposes of CSESAP (Education Code Sec. 45500(o)(2)). In fiscal years where the State has elected to discontinue funding for the CSESAP, the District will have no obligation to continue offering this benefit. Participation in the CSESAP will be offered solely in fiscal years where the State has made an appropriation of funds in the annual Budget Act or another statute (Education Code Sec. 45500(o)(2)) into the CSESAP.

6. This Agreement is unique unto its own circumstances and shall in no way set a precedent for any other agreements in the future, and furthermore, no party hereto shall cite this Agreement or its term as past practice for any purpose in the future.

7. The Parties agree that this is the complete Agreement between the Parties, and the Parties agree that there are no other written or verbal agreements regarding the subject matter of this Agreement.

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Lance Hawkins, Chapter President
CSEA Chapter #831

4/21/2022

Date



Mauricio Vides, Labor Relations Representative
CSEA

4/21/22

Date



David Reilly, Associate Superintendent
Elk Grove Unified School District

4/21/22

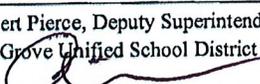
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Robert Pierce, Deputy Superintendent
Elk Grove Unified School District

4/21/22

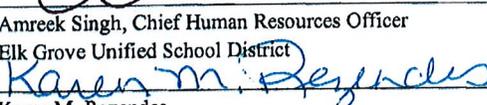
Date



Amreek Singh, Chief Human Resources Officer
Elk Grove Unified School District

4/21/22

Date



Karen M. Rezendes
for Elk Grove Unified School District

4-21-22

Date

DK