

**FULLERTON JOINT UNION HIGH SCHOOL DISTRICT**

**Initial Management Sunshine Proposal  
for Successor CSEA Contract to  
2018-2021 Collective Bargaining Agreement**

**June 8, 2021**

**ARTICLE**

**ARTICLE I: PARTIES TO AGREEMENT**

Modify existing language to reflect the date upon which a successor agreement is reached.

**ARTICLE II: RECOGNITION**

No proposed changes to existing contract language.

**ARTICLE III: MANAGEMENT RIGHTS**

No proposed changes to existing contract language.

**ARTICLE IV: ASSOCIATION RIGHTS**

No proposed changes to existing contract language.

**ARTICLE V: DEFINITIONS**

Modify as necessary to reflect any/all negotiated changes to existing contract language.

**ARTICLE VI: DUTY HOURS**

No proposed changes to existing contract language.

**ARTICLE VII: COMPENSATION**

Modify as necessary to reflect any/all negotiated changes to existing contract language.

**ARTICLE VIII: EMPLOYEE INSURANCE BENEFITS**

Update existing contract language as necessary.

**ARTICLE (continued)**

**ARTICLE IX: GRIEVANCE PROCEDURE**

No proposed changes to existing contract language.

**ARTICLE X: SAFETY CONDITIONS**

Modify language to more clearly articulate unit member obligation to report “obvious and immediate” danger/safety concerns.

**ARTICLE XI: TRANSFER**

No proposed changes to existing contract language.

**ARTICLE XII: :LEAVES**

No proposed changes to existing contract language.

**ARTICLE XIII: HOLIDAYS**

No proposed changes to existing contract language.

**ARTICLE XIV: PERFORMANCE EVALUATION PROCEDURE**

No proposed changes to existing contract language.

**ARTICLE XV: LAYOFF**

No proposed changes to existing contract language.

**ARTICLE XVI: DISCIPLINARY ACTION**

No proposed changes to existing contract language.

**ARTICLE XVII: TRANSPORTATION**

No proposed changes to existing contract language.

**ARTICLE XVIII: REPRESENTATION FEE**

No proposed changes to existing contract language.

**ARTICLE XIX SAVINGS PROVISION**

No proposed changes to existing contract language.

**ARTICLE XX: CONCERTED ACTIVITIES**

No proposed changes to existing contract language.

**ARTICLE (continued)**

**ARTICLE XXI: SUPPORT OF AGREEMENT**

No proposed changes to existing contract language.

**ARTICLE XXII: EFFECT OF AGREEMENT**

No proposed changes to existing contract language.

**ARTICLE XXIII: CONCLUSION OF MEET AND NEGOTIATION**

No proposed changes to existing contract language.

**ARTICLE XXIV: TERM**

Modify existing language to reflect the newly negotiated term of agreement.

**SIGNATURE PAGE**

Signatures reflective of District and CSEA participants.

**APPENDIX A**

**CLASSIFIED BARGAINING UNIT JOB STEP CLASSIFICATIONS**

No proposed changes to existing contract language.

**FJUHSD 2019/2020 CSEA CLASSIFIED SALARY SCHEDULE (July 1, 2019 & 2020)**

Update and modify as necessary to reflect any/all negotiated changes to existing contract language.

**CSEA - NEW TERM AGREEMENT (March 22, 2018)**

Eliminate.

**MEMORANDUM OF UNDERSTANDING: TRIGGER LANGUAGE (March 22, 2018)**

Eliminate.

**TENTATIVE AGREEMENT for THIRD YEAR REOPENER (February 17, 2021)**

Eliminate.