MEMORANDUM OF UNDERSTANDING
BETWEEN
The Escondido High School Union District
AND
The Escondido Secondary Teachers Association

August 17, 2020

The Escondido Union High School District ("District") and the Escondido Secondary Teachers Association ("Association") (hereafter collectively referred to as "the Parties"), hereby enter into this Memorandum of Understanding ("MOU") related to Article XI Section N "Association President and Grievance Chair Release Period" of the CBA and California Education Code 44987.

1. Pursuant to the California Education Code 44987 and Article XI Section N of the collective bargaining agreement, the Parties agree that the President shall receive one (1) additional release period, for a total of 2, to perform Association business. The President’s actual salary & associated costs for the release periods shall be paid by the District and reimbursed by the Association each semester.

2. The Association shall communicate with the District 20 days prior to each semester to notify Human Resources and site administration whether the President will be using the additional release period for the upcoming semester.

3. All other terms of the Collective Bargaining Agreement between the Parties and any currently effective MOUs, if any, remain unchanged.

4. If any provision of this MOU is found to be invalid or unenforceable, the remainder of the MOU and the Collective Bargaining Agreement between the Parties shall continue in full force and effect and shall in no way be impaired or invalidated.

5. The parties agree that this MOU will become part of the Collective Bargaining Agreement ("CBA") once the current CBA expires on June 30, 2021.

Agreed:

FOR THE ASSOCIATION

Joe Gelormini
Negotiations Chair

FOR THE DISTRICT

Dr. Olga E. West
Assistant Superintendent Human Resources,

Date

8-17-20

Date

8-17-2020