

Memorandum of Understanding

**Escondido Union High School District
And the
California School Employees Association and
Escondido Chapter #219
July 24, 2019**

The Escondido Union High School District ("District") and the California School Employees Association and its Escondido #219 ("CSEA"), together referred to as the "Parties", hereby agree to the following:

It is in the mutual best interest of the District and CSEA to have stability during the period in which the parties negotiate the successor agreement. To this end, the parties agree as follows:

1. The parties agree to create a new collective agreement between CSEA and the District with a term of 7/1/2019 through 6/30/2022.
2. The above referenced collective agreement shall embody all of the specific terms of the agreement that expire on 6/30/2019.

a. **For purposes of successor agreement negotiations, CSEA shall have free and unlimited right to make successor agreement proposals within the following articles:**

i. **Article II: Transfer Only**

ii. **Article X: Transportation**

iii. **Article XII: Reclassification Only**

b. **For the purposes of successor agreement negotiations, the DISTRICT shall have free and unlimited right to make successor agreement proposals on two articles.**

c. **Both parties agree to update Article XIV – Term of Agreement as follows:**

This Agreement shall commence on July 1, 2019 and continue in effect until June 30, 2022, subject to the parties' right to negotiate provided below.

The parties agree that Article XI (Wages and Employee Expenses) and Article VII (Insurance Benefits) for the 2019-20 school year have been negotiated and are closed.

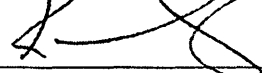
There shall be automatic reopeners for the 2020-21 and 2021-22 school years on Article XI (Wages and Employee Expenses), Article VII (Insurance Benefits), and one optional article selected by each party.

3. The parties agree to keep the 7/1/2016 through 6/30/2019 collective bargaining agreement in force until the District and CSEA negotiate new contract language.


4. The parties agree that they will public notice (pursuant to EERA Section 3547) their respective proposals for successor agreement issues (other than the term) at the soonest possible availability after 2018-2019 reopener negotiations have been concluded.
5. Nothing in this agreement shall be construed as limiting any rights the parties otherwise retain under the provisions of the Educational Employment Relations Act.

CSEA

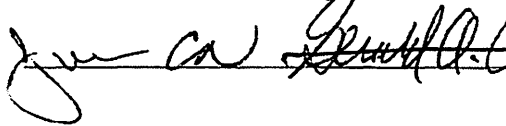

Rachel Macias, CSEA President




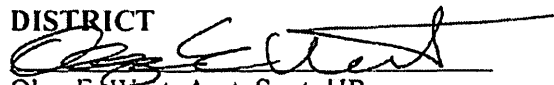
Karen Sainz, Bargaining Chair




Michael Breyette, Senior Labor Relations Rep





DISTRICT


Olga E. West, Asst. Supt. HR

 7/24/19

Amanda Phillips, Asst. Supt. Business



Gerald Conradi, District Legal Counsel

