



**Memorandum of Understanding
between the
CONEJO VALLEY UNIFIED SCHOOL DISTRICT
Unified Association of Conejo Teachers, CTA
Conejo Valley Pupil Personnel Association
California School Employees Association and its Conejo Valley Unified #620
May 26, 2020**

This memorandum is agreed between the Conejo Valley Unified School District and the Unified Association of Conejo Teachers (UACT), the Conejo Valley Pupil Personnel Association (CVPPA), and the California School Employees Association and its Conejo Valley Unified Chapter #620 (CSEA) concerning the unprecedented change in State Funding to be allocated to the District, as a result of the coronavirus (COVID-19) epidemic.


The District and the Associations negotiated in good faith during the 2019-2020 school year to reach a multi-year salary agreement based on the funding projections prior to the March 2020 outbreak of COVID-19 pandemic. Using assumptions from the Governor’s January budget proposal, the District moved forward with implementation of salary schedule modification. As we have now received updated financial projections from the Governor’s May revise of the State budget, it is imperative that the District and the Associations work together, as we have in past financially challenging times, to minimize the overall reduction in force of employees.

The District and its Associations have a mutual interest to continue to work collaboratively for the benefit of the students and communities served by the District and its teachers and staff. In order to remain fiscally solvent, and in light of the projected 10% decrease in LCFF funding, the District and the Associations agree as follows:

- 1) The agreement UACT, CVPPA, and CSEA #620 bargained and ratified by UACT March 23, 2020, CVPPA March 11, 2020, and CSEA March 26, 2020, and approved by the Board of Education on April 7, 2020 contained three years of salary increases for the 2019-20, 2020-21, and 2021-22 school years.
 - a) The three associations agree to delaying the implementation of the increases for years 2020-21 and 2021-22.
- 2) UACT, CVPPA, and CSEA #620 commit to negotiating budget efficiencies throughout the coming summer and into the 2020-21, including cost saving measures relating to staffing.
- 3) All parties agree that future efficiencies discussed, or tentatively agreed to, will not be implemented until the passage of the 2020-21 California State Budget.
- 4) It is the mutual goal of all parties to minimize cuts and disruptions to the learning environment of our students while maximizing the safety of everyone on campus.

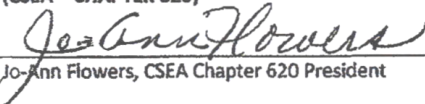
Memorandum of Understanding between CSEA Ch620, CVPPA and UACT – May 26, 2020

FOR THE DISTRICT


 Joanne Valentine, Lead Negotiator
 Assistant Superintendent, Human Resources

FOR THE ASSOCIATIONS:

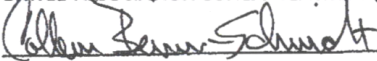
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
 (CSEA – CHAPTER 620)


 JoAnn Flowers, CSEA Chapter 620 President

CONEJO VALLEY PUPIL PERSONNEL ASSOCIATION (CVPPA)


 Kimberly Chopp, CVPPA President

UNITED ASSOCIATION CONEJO TEACHERS (UACT)


 Colleen Briner-Schmidt, UACT President