

**Tentative Agreement**  
**Between Sweetwater Union High School District and**  
**California School Employee Association and its Chapters 258, 471, 731**  
**November 15, 2021**

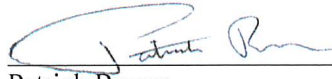
**ARTICLE 24**

**NEGOTIATION PROCEDURES**

- 24.1 The parties agree that during the negotiations which culminated in this Agreement each party enjoyed and exercised without restraint, coercion, intimidation, or other limitation, the right and opportunity to make demands and proposals or counter proposals with respect to any matter not reserved by policy or law from compromise through negotiations and that the understandings and agreements arrived at after the exercise of that right and opportunity are set forth herein. During the term of the Agreement, neither party shall be required to negotiate with respect to a matter whether or not covered by the Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.
- 24.2 In the year in which this Agreement expires, the parties agree to meet and negotiate in good faith in accordance with the EERA. The CSEA shall make its initial proposal to the Board of Trustees on or about the 15<sup>th</sup> day of March. Within forty-five (45) calendar days after the CSEA submits its proposal, the District shall submit its initial proposals. Following compliance with the Public Notice Provisions of the Act, negotiations will begin. It is the intent of the CSEA and the District to commence negotiations no later than the first Tuesday in May. Any Agreement reached, pursuant to the EERA, by the parties shall be reduced to writing and signed by them.
- 24.3 The District agrees to provide reasonable release time to the CSEA for meeting and negotiating in accordance with the EERA.
- 24.4 This Agreement shall be in full force and effect upon ratification by both parties until June 30, ~~2021~~ 2024.
- 24.5 Should any provision of this Agreement or any application thereof to any unit member be held by a court of competent jurisdiction, including those matters on appeal, to be contrary to law, then such provision or application will be deemed invalid, to the extent required by such court decision, but all other provisions or application shall continue in full force and effect.
- 24.6 This Agreement shall supersede any rules, regulations, or practices of the Board of Trustees which are contrary to or inconsistent with the terms of this Agreement.

Union \_\_\_\_\_  
District \_\_\_\_\_

**For the Association:**



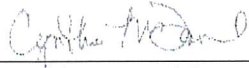
Patrick Brown  
CSEA President, Chapter 731



Troy Johnson  
CSEA President, Chapter 471

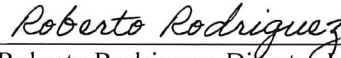


Ron Silva  
CSEA President, Chapter 258



Cynthia McDaniel  
CSEA Labor Relations Representative

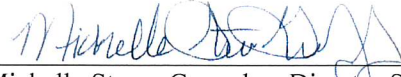
**For the District:**



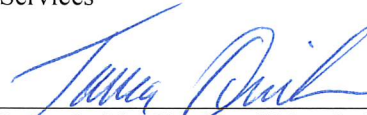
Roberto Rodriguez, Director Labor Relations



Anna Pedroza, Director Human Resources



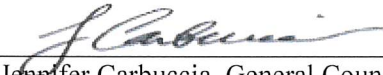
Michelle Sturm-Gonzalez, Director Special Services



Janea Quirk, Chief Facilities & Operations



Jenny Salkeld  
Chief Financial Officer



Jennifer Carbuccia, General Counsel