

MEMORANDUM OF UNDERSTANDING

Between California School Employees Association (CSEA)
and the Association Employees Union (AEU)

Policy 104 Payment Authorization

September 24, 2019

This Memorandum of Understanding (MOU) is entered into by and among the California School Employees Association (CSEA) and the Association Employees Union (AEU) regarding the effects of the Policy 104 Payment Authorization Form (Form).

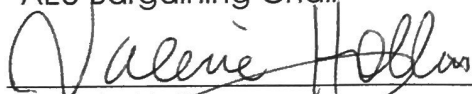
1. The gathering of financial information for completion of this form is not a mandatory requirement of any AEU bargaining unit member.
2. In the event an AEU bargaining unit member does not feel comfortable taking the information on the Form, that AEU bargaining unit member may contact their Field Director to take the information or contact the Accounting Department.
3. CSEA acknowledges its duty under California Labor Code 2802 to defend and indemnify AEU bargaining unit members if a CSEA member alleges any misconduct arising from the collection of personal information included on the form and CSEA has no proof the unit member engaged in such misconduct.

Signed:

For AEU



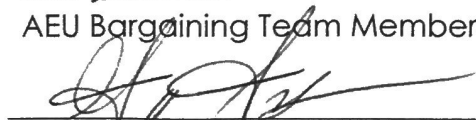
Denesa Moore
AEU Bargaining Chair



Valerie Hollins
AEU President

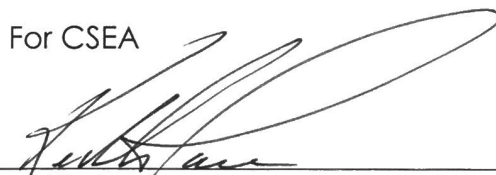


Rod Gaulman
AEU Bargaining Team Member

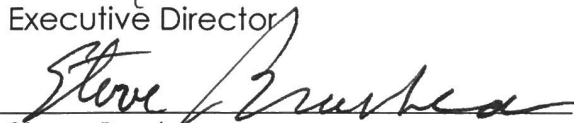


Gary Snyder

For CSEA




Keith Page
Executive Director



Steve Brashear
Chief Financial Officer

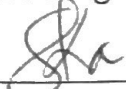


Andy Kahn
Chief Counsel

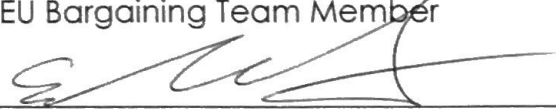


Karen Chandler

AEU Bargaining Team Member



Jessalyn Ka
AEU Bargaining Team Member



Edmundo Garcia
AEU Bargaining Team Member

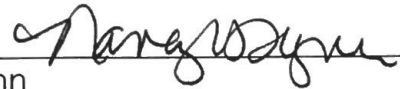
Director, Communications



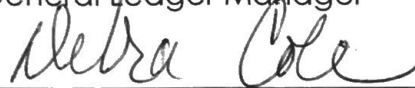
Brian Schroeder
Director, HR & Training



Sonny Batasin
Director, Information Systems



Nancy Flynn
General Ledger Manager



Debra Cole
Field Director

MEMORANDUM OF UNDERSTANDING

between California School Employees Association (CSEA)
and the Association Employees Union (AEU)
Information Systems Programs: Zoom and Freshservice

September 24, 2019

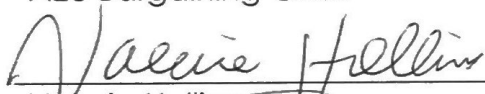
1. The purpose of this Memorandum of Understanding (MOU) is to address the implementation of Zoom and Freshservice.
2. Employees, upon request to the IS Department (support@csea.com) will be provided a personalized, on-demand training on the use of Zoom and Freshservice.
3. Employees may still call or utilize the Computer Support IS email (support@csea.com) if they are experiencing technical difficulties.

Signed:

For AEU



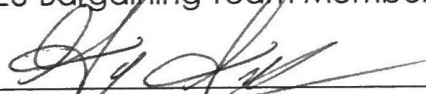
Denesa Moore
AEU Bargaining Chair



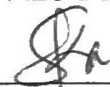
Valerie Hollins
AEU President



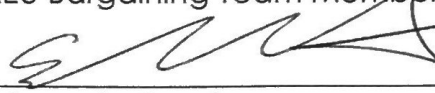
Rod Gaulman
AEU Bargaining Team Member



Gary Snyder
AEU Bargaining Team Member

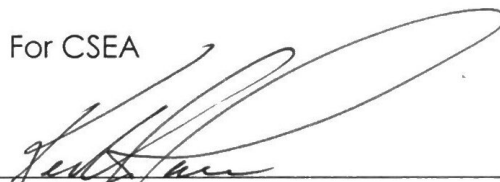


Jessalyn Ka
AEU Bargaining Team Member



Edmundo Garcia
AEU Bargaining Team Member

For CSEA



Keith Pace
Executive Director



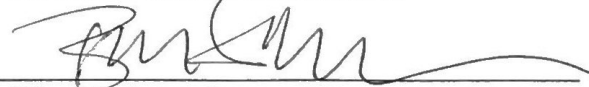
Steve Brashear
Chief Financial Officer



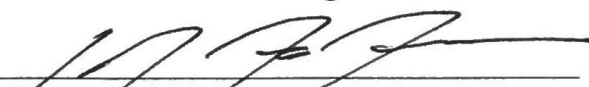
Andy Kahn
Chief Counsel



Karen Chandler
Director, Communications



Brian Schroeder
Director, HR & Training



Sonny Batasin
Director, Information Systems

Nancy Flynn

Nancy Flynn
General Ledger Manager

Debra Cole

Debra Cole
Field Director

Tentative Agreement
between the
Association Employees Union (AEU)
and the
California School Employees Association (CSEA)
for the
2019-2020 Re-Opener Negotiations

September 24, 2019

ARTICLE 13, Salary Schedule and Related Matters, Section 13.2.1

13.2.1 Effective June 1, 2019, CSEA shall increase the bargaining unit salary schedule by three percent (3%). This salary increase shall apply to all bargaining unit employees who are in "active" paid status on the date of AEU's ratification.

13.2.2 Upon ratification by both parties, CSEA shall issue a one-time payment of two thousand dollars (\$2,000) to all employees in "active" paid status on the date of AEU's ratification.

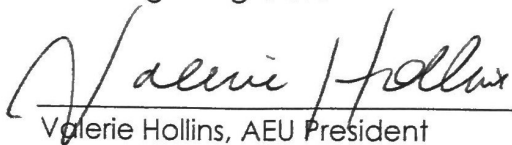
- a) The \$2,000 one-time payment shall not be considered part of an employee's base salary for purposes of vested pension entitlement/benefit accrual calculation.
- b) The one-time payments in the preceding sections shall be subject to statutory deductions only.

This agreement settles all reopener issues between the parties for the 2019 contract year. All members of the parties' bargaining teams will support the ratification or approval of this tentative agreement.

FOR AEU:

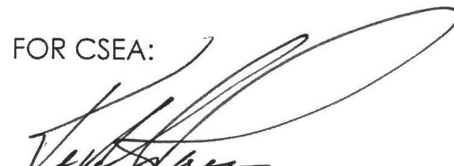


Denesa Moore
AEU Bargaining Chair



Valerie Hollins, AEU President


FOR CSEA:



Keith Pace
Executive Director



Steve Brashear, Chief Financial Officer



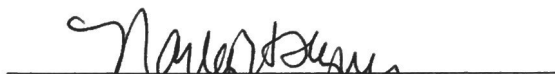
Rod Gaulman, AEU Bargaining Team
Member



Karen Chandler, Director,
Communications



Gary Snyder, AEU Bargaining Team
Member



Nancy Flynn, General Ledger Manager



Jessalyn Ka, AEU Bargaining Team
Member



Debra Cole, Field Director



Edmundo Garcia, AEU Bargaining Team
Member



Brian Schroeder, Director, HR & Training



Sonny Batasin, Director, Information
Systems



Andy Kahn, Chief Counsel