

ARTICLE 1: RECOGNITION

1.100 The provisions contained herein constitute a binding bilateral agreement by and between the Orange Unified School District, hereinafter referred to as the “District,” and the California School Employees Association and its Orange Chapter #67, hereinafter referred to as the “Union.”

1.200 The District Recognizes the Union, pursuant to Government Code Section 3540 et seq., as the exclusive representative for all classified employees, except those occupying positions designed managerial, confidential, or supervisory as defined in Government Code Section 3540.1., and part-time playground positions. When a new classified position is created, or an existing classified position is revised and the question of bargaining unit status arises, the District and the Union shall attempt to jointly determine the issue. In the event the parties are unable to agree, the matter shall be referred to the Public Employment Relations Board (PERB) for resolution.

1.300 **Duration**

This Agreement shall take effect on July 1, 2022, and shall continue in effect to and including June 30, 2025, and from year to year thereafter unless modified or renewed by the parties. For year two of the Agreement (2023-2024), the parties agree to commence re-opener negotiations for no more than two (2) Articles of each party’s selection (excluding Article 12 unless subject to be re-opened pursuant to Article 12.103) by either or both parties serving written notice by March 31st with negotiations commencing within a reasonable time thereafter. For year three of the Agreement (2024-2025), the parties agree to commence re-opener negotiations for Article 12 and no more than two (2) additional Articles of each party’s selection by either or both parties serving written notice by March 31st with negotiations commencing within a reasonable time thereafter. Notice of intent by either party to negotiate a successor agreement shall be served upon the other party prior to the date of expiration of this Agreement. The parties will both sunshine proposals and commence successor agreement negotiations at mutually agreed upon times.