

**Joint Communique
Between
Muroc Education Association
And
Muroc Joint Unified School District
Regarding 2018-2019 Negotiations**

This Joint Communique is to inform the District employees that the Muroc Education Association and Muroc Joint Unified School District have concluded negotiations for the 2018-2019 school year.

The parties opened the following contracts articles for the 2018-2019 reopener negotiations:

- Article X, Salary/Stipend/Extra-curricular
- Article XVIII, Health and Welfare Benefits
- New Language for New Law AB 119 (Employee Orientation)


The parties have agreed to withdraw their initial proposals on Article X and Article XVIII.

The parties reached an Memorandum of Understanding ("MOU") regarding AB 119 and employee orientation. A copy of the MOU is located on the District website.

This concludes negotiations for the 2018-2019 school year.

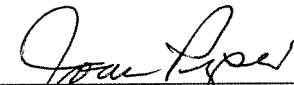
MUROC JOINT UNIFIED SCHOOL DISTRICT

MUROC EDUCATION ASSOCIATION



Kevin D. Cordes
District Superintendent

1/16/19
Date



Joan Piper
Chapter President

1/16/19

**District's Proposal
To MEA
January 16, 2019
Time: ___:___ PM**

MEMORANDUM OF UNDERSTANDING
BETWEEN
MUROC EDUCATION ASSOCIATION
AND
MUROC JOINT UNIFIED SCHOOL DISTRICT
(AB 119)
January 16, 2019

This Memorandum of Understanding ("MOU") is entered into by and between the Muroc Joint Unified School District ("District") and the Muroc Education Association ("MEA").

1. EMPLOYEE INFORMATION

- a) "Newly hired employee" or "new hire" means any employee, whether permanent, full time, part time, hired by the District, and who is still employed as of the date of the new employee orientation
- b) The District shall provide MEA with contact information on the new hires. The information will be provided to MEA electronically by the last working day of the month hired. This contact information shall include the following items, with each field in its own column:
 - i. First Name;
 - ii. Middle initial;
 - iii. Last name;
 - iv. Suffix (e.g. Jr., III);
 - v. Job Title;
 - vi. Department;
 - vii. Work location;
 - viii. Work telephone number;
 - ix. Work Extension;
 - x. Home Street address (incl. apartment #);
 - xi. City;
 - xii. State;
 - xiii. ZIP Code (5 or 9 digits);
 - xiv. Home telephone number;
 - xv. Personal cellular telephone number;
 - xvi. Personal email address of the employee on file with the District;
 - xvii. Hire date.

This information shall be provided to MEA regardless of whether the newly hired employee was previously employed by the District.

- c) Periodic Update of Contact Information: The District shall provide MEA with a list of all CTA bargaining unit members' names and contact information, as specified in Section 1.(b), above, on the last working day of September, January, and May. The information will be provided to MEA electronically.

2. NEW EMPLOYEE ORIENTATION

- a) "New employee orientation" means the onboarding process of a newly hired public employee, whether in person, online, or through other means or mediums, in which employees are advised of their employment status, rights, benefits, duties and responsibilities, or any other employment-related matters.
- b) The District shall provide MEA mandatory access to its new employee orientations. MEA shall receive not less than ten (10) days' notice in advance of an orientation, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the District's operations that was not reasonably foreseeable.
 - i. When the District conducts a new employee orientation, MEA shall be provided no less than sixty (60) minutes of uninterrupted time immediately before or after the lunch break in order to communicate with bargaining unit members at the new bargaining unit member orientation/onboarding meetings. Such time shall not include the period of time for lunch and shall not be provided at the end of a meeting day unless MEA requests to be placed at the end of the agenda. Administrators will excuse themselves during MEA time.
 - ii. If an orientation meeting is scheduled with new bargaining unit members hired after the start of the school year, MEA shall be provided advance notice of the meeting time, date, and location. MEA shall be permitted to use release for a MEA representative to attend the orientation meeting.
 - iii. MEA will have access to District audio visual equipment for MEA presentations.
- c) If MEA president or designee is unable to attend orientation/onboarding meeting, the District shall provide the newly hired bargaining unit member with the Association's Welcome Packet. MEA shall provide a copy of the Welcome Packet to the District. All resources and costs for the Welcome Packet shall be incurred by MEA. If the District anticipates not having enough Welcome Packets, the District shall notice the Association president or designee.

3. GRIEVANCE AND ARBITRATION PROCEDURE

- a) Any alleged violation, misinterpretation, or misapplication of the terms of this agreement shall be subject to the grievance provisions of the current Collective Bargaining Agreement, except as follows.
 - i. Definition of a grievance – Any alleged violation, misinterpretation, or misapplication of the terms of the agreement.

