

**MEMORANDUM OF UNDERSTANDING BETWEEN
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, CHAPTER #349
REGARDING OFF SCHEDULE PAYMENT**

This Memorandum of Understanding ("MOU") is entered into this 9th day of November 2018, by and between the William S. Hart Union High School District (hereinafter referred to as "District") and the California School Employees Association, Chapter #349 (hereinafter referred to as "Association") (collectively referred to herein as the "Parties") regarding Article VIII, Pay and Allowances, of the Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article VII of the CBA sets forth the pay and allowances for Association unit members.

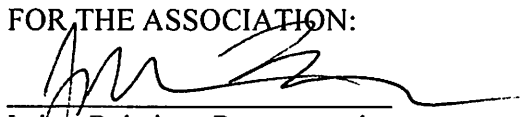
Whereas, the District has submitted unaudited actuals and closed the financial books for the 2017-18 fiscal year.

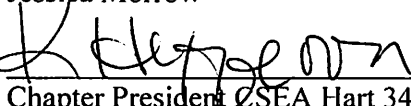
IT IS, THEREFORE, NOW AGREED BY AND BETWEEN THE PARTIES THAT:

1. This MOU shall become effective on the date of its execution and approval by each party.
2. The Parties agree that for the 2017-18 school year only, the District will provide each unit member a one time, off-schedule payment equal to one percent (1%) of the unit member's 2017-18 annual base salary, as of July 1, 2017. Payment will be made to each CSEA unit member employed by the District on the date of this final Agreement. The Agreement is final upon approval by the District's Governing Board.
3. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the collective bargaining agreement.
4. The parties agree that this will conclude negotiations for the 2017-2018 school year.

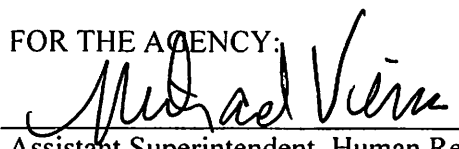
Dated: 11-9/18

FOR THE ASSOCIATION:


Labor Relations Representative
Jessica Morrow


Chapter President CSEA Hart 349
Kathy Hefferon

FOR THE AGENCY:


Assistant Superintendent, Human Resources
Michael Vierra, Ph.D.