

**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. 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, 2016, and shall continue in effect to and including June 30, 2019, and from year to year thereafter unless modified or renewed by the parties. For year three of the Agreement (2018-2019), 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 31<sup>st</sup> with negotiations commencing in the month of April. Notice of intent by either party to negotiate a successor agreement shall be served upon the other party within one hundred and eighty (180) calendar days of expiration of this Agreement.