

ARTICLE 1
AGREEMENT

A. Parties to the Contract

1. The articles and provisions contained herein constitute a binding agreement by and between the Sutter County Superintendent of Schools, hereinafter referred to as “Superintendent,” and the Sutter County Superintendent of Schools Staff Association, a local employee association (a chapter of the California Teachers Association and an affiliate of the National Education Association), hereinafter referred to as the “Association.”
2. This Agreement is entered into pursuant to Chapter 10.7 of the Government Code (Meetings and Negotiations in Public Educational Employment).

B. Term

1. This Agreement shall remain in full force and effect from July 1, 2020, through June 30, 2023. This Agreement shall remain in force until replaced by a successor agreement.
2. The salary placement of unit members on the salary schedule shall be changed annually during the term of the Agreement to reflect step and column movement.
3. Health and welfare benefits of unit members shall be maintained at the dollar level then in effect on the termination date of this Agreement until replaced by a successor agreement.

C. Statutory Changes

1. If any provision of this Agreement or any application thereof to any unit member is held by a governmental agency or court of competent jurisdiction to be contrary to law, then such provision or application will be deemed invalid (to extent required by such decision), but all other provisions or applications shall continue in full force and effect. In the event of invalidation of any portion of this Agreement, the parties agree to meet within fifteen (15) working days after such determination for the purpose of seeking to reach agreement for the replacement of the invalidated article or section.

D. Nondiscrimination

1. The Superintendent and the Association shall not discriminate against any unit member according to constitutional provisions or state or federal statutes.