

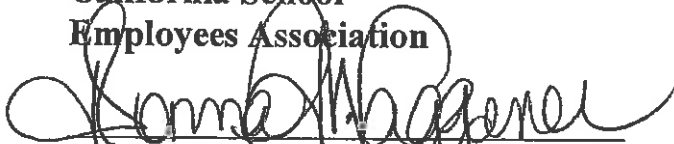
Memorandum of Understanding
Between
Walnut Valley Unified School District
And
California School Employees Association #446
Noon Aides

The Walnut Valley Unified School District (the District) and the California School Employees Association (CSEA), enter into this Memorandum of Understanding as it relates to the representation of the Noon Aides by CSEA. Therefore, the District and CSEA agree to the following understanding:

1. The Noon Aides will be entitled to representation by Walnut Chapter #446 of the California School Employees Association effective August 10, 2009. Those Noon Aides who have been employed for a minimum of six months will be deemed to have earned permanent status in their classification.
2. The District and CSEA agree to accept the Classified Bargaining Unit evaluation procedures, current Noon Aide salary schedule and the job description in place for Noon Aides. Any future increases to the CSEA salary schedule will also apply to Noon Aides.
3. Article II – Recognition provision of the Collective Bargaining Agreement (CBA) shall be modified to include the Noon Aide classification into the contract.
4. The following articles of the Collective Bargaining Agreement shall apply to the classification of Noon Aide: Articles I: Preamble; Article II: Recognition, Article III: Union Security, Article IV: Organizational Rights, Article V: Employee Rights, Article VI: Management Rights, Article VII: No Strike/No Lockout, Article IX: Transfers, Article X: Hours and Overtime, Article XII: Wages and Compensation, Article XIII: Grievance Procedure, Article XIV: Safety, and Article XV: Savings, Article XVI: Full Understanding, and Appendix.
5. Article VIII: Noon Aides will be provided the following leaves to the extent required by law. These leaves include: Jury Duty, Military Leave, Family Care Leave and Family Medical Leave (FMLA).
6. Noon Aides are entitled to Worker's Compensation Benefits as provided by law.

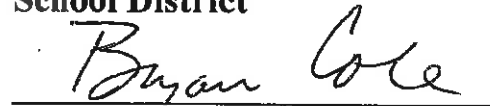
Whereas, this Memorandum of Understanding was executed on the 10th day of August, 2009, the District and CSEA acknowledge agreement of this Understanding as it relates to representation of the Noon Aides by Walnut Chapter #446 of the California School Employees Association.

**California School
Employees Association**



Donna Waggener, President

**Walnut Valley Unified
School District**



Bryan Cole, Human Resources