

TENTATIVE AGREEMENT

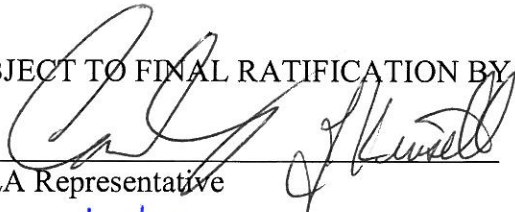
ECRA/UTLA

November 3, 2015

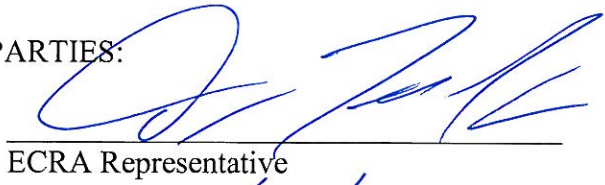
ARTICLE II - RECOGNITION

- 2.1 **Recognition:** ECRA recognizes UTLA as the sole and exclusive representative of all certificated staff excluding day to day substitutes, management, confidential and supervisory personnel as defined by the EERA.
- 2.2 **New Schools:** So long as ECRA is the public school employer in any new school(s), new campus or expansion of ECRA, any certificated staff working as employees of ECRA shall be covered by this collective bargaining agreement.
- 2.3 **“Employee” Defined:** Unless the context clearly indicates otherwise, the terms “employee” or “employees” will normally be used in this Agreement to indicate persons who are represented by UTLA, and the term "personnel" will normally be used in a broader sense to include employees as defined above plus all other persons utilized by ECRA to provide services.

SUBJECT TO FINAL RATIFICATION BY THE PARTIES:


UTLA Representative

Date: 11/3/15


ECRA Representative

Date: 11/3/15