**ARTICLE I**

**RECOGNITION**

The District confirms its recognition of the Moorpark Educators' Association, CTA/NEA,

as the exclusive representative of certificated employees including classroom teachers, school counselors and/or certificated management who also teach at least one-half (1/2)-day at the elementary level or three (3) periods at the secondary level, ~~SAI~~ education specialists, speech and language pathologists, District nurses, summer school teachers and adult education teachers who are also regularly employed by the District, teachers employed on temporary contracts, hourly teachers that are also regularly employed teachers serving an extra assignment, independent study teachers, and teachers on special assignment (TOSA) and excluding all full-time management employees.

This recognition constitutes an agreement between the Moorpark Unified School District and the Moorpark Educators’ Association to attempt to reach mutual understandings regarding matters related to salaries, fringe benefits, and other matters of mutual concern through a collaborative model.

The parties recognize that they must operate in accordance with all statutory provisions of the State, and such other rules and regulations as are promulgated by the California Department of Education in accordance with such statutes.

The District and the Association agree that it is to their mutual benefit to encourage the resolution of differences through the meet and negotiation process. Therefore, it is agreed that the Association and the District will support this Agreement for its term and that negotiations will be conducted only at the negotiating table.

To the fullest extent of the law, the Association agrees to indemnify and hold harmless the District for any and all liability arising, whether it be sole or in concert with others, for loss, damage, or legal liability in connection with performance described herein.