

Memorandum of Understanding
between the
California School Employees Association
and its
Chico Ch. 110 (“CSEA”)
and the
Chico Unified School District (“District”)
Regarding SB 88

RE: Agreement for Compliance with Student Transportation Regulations

This MOU will become effective immediately upon ratification of both CSEA Chapter #110 and CUSD and sunset on June 30, 2026.

PURPOSE

The purpose of this MOU is to address the implementation of **California Senate Bill 88 (SB 88)**, which requires additional safety and compliance measures for employees who transport students for 40 hours or more per year. This MOU outlines the obligations of the District and affected classified employees, as well as the corresponding stipend for compliance.

SCOPE

This MOU applies to bargaining unit members in positions that include but are not limited to:

- **Targeted Case Managers**
- **Instructional Paraprofessional – Drivers (New)**
- **Any other classification that involves pupil transportation in both District and personal vehicles for 40 hours or more per school year**

This MOU does **NOT** apply to bargaining unit members in positions that drive District vehicles and do not transport pupils.

REQUIREMENTS

In accordance with related state regulations, affected employees will be required to:

1. **Complete Additional Training**
Employees must complete specialized training related to student transportation safety as state law mandates.
2. **Conduct Pre- and Post-Trip Vehicle Inspections**
Employees must document pre- and post-trip inspections of the vehicle used to transport students.
3. **Maintain Driving Logs**
Employees must maintain logs detailing student transport activity, including dates, times, mileage, etc.
4. **Participate in the Drug and Alcohol Testing Program**
Employees must participate in the District’s federal and state compliant drug and alcohol testing program that includes:
 - **Pre-employment testing**
 - **Random testing**
 - **Reasonable suspicion testing**
 - **Post-accident testing**

5. Employees that are subject to Drug and Alcohol Testing as a result of SB 88 shall be tested in compliance with Government Code 12954.

The District will coordinate and cover the cost of required training and testing, and will provide systems or tools necessary for inspections and driving log maintenance.

STIPEND

To compensate for the additional duties and requirements, affected classified employees shall receive a **\$1,500 annual stipend** upon passing the pre-employment drug screening. The stipend shall be paid throughout the year in their monthly compensation, contingent on documented compliance.

Employees who become subject to these requirements mid-year shall receive a **prorated stipend** based on the month they begin fulfilling the required duties.

IMPLEMENTATION

- The District will notify employees and the CSEA Chapter President and Labor Relations Representative in writing of classifications and individuals expected to meet the threshold annually.
- The District shall notify the CSEA Chapter President and Labor Relations Representative in writing of any employees and classifications not listed in the annual notification that are anticipated to meet the threshold within 10 business days of the District becoming aware that the threshold may be met or exceeded.

Employees may request union representation for any concerns regarding compliance, testing, or performance of related duties.

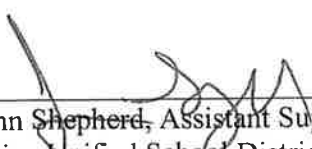
All other provisions of the CBA will stand as is unless mutually agreed to by both parties. The parties agree to meet and negotiate any further impacts and effects caused by changes in SB 88.



Kelley Serl, Chapter President
CSEA Ch. 110

8/11/25

Date


John Shepherd, Assistant Superintendent
Chico Unified School District

8/11/25

Date


Kennedy Liem, Labor Relations Representative
CSEA

8/12/2025

Date