

MEMORANDUM OF UNDERSTANDING
Between
Berryessa Union School District (District)
And
California School Employees Association (CSEA), and its Berryessa Chapter 364

March 25, 2024

The purpose of this Memorandum of Understanding (MOU) is to memorialize negotiations between the District and CSEA (Collectively, "Parties"), regarding the impacts and effects of layoffs of vacant bargaining unit positions for the 2024-2025 school year.

The Parties met on February 14, 2024, and mutually agreed on the following:

1. The District must eliminate the following CSEA bargaining unit positions, which are currently vacant, due to lack of work or lack of funds, in accordance with Education Code 45117:
 - 1) 2 AVID College Tutors (.625 FTE)
 - 2) 2 Speech and Language Pathologist Assistants (2.0 FTE)
 - 3) 1 Assessment Clerk (.9375 FTE)
 - 4) 1 PE Instructional Associate (.6250 FTE)
 - 5) 5 Paraeducators II (3.125 FTE)
 - 6) 2 Paraeducators I (1.25 FTE)
2. No CSEA bargaining unit member shall receive notice prior to, or on March 15, 2024, that their services will no longer be required due to lack of work and lack of funds under Education Code section 45117 for the 2024-2025 academic year.
3. The Parties agree that the elimination of the above vacant bargaining unit positions shall not create the transferring of duties outside the CSEA bargaining unit and shall not create workload impacts to any bargaining unit members.
4. The Parties agree that the elimination of the above vacant CSEA bargaining unit FTE's shall not result in the abolishment of an entire job classification that is listed in the CSEA/District collective bargaining agreement.
5. The Parties agree that all terms of the parties' collective bargaining agreement are incorporated herein.
6. The Parties agree that any alleged misinterpretation or misapplication of this MOU will be subject to the grievance procedure outlined in Article 7 of the CSEA/District Collective Bargaining Agreement.

7. The Parties agree the terms of this MOU shall not apply to the layoff of any classified employee that is outside of the CSEA bargaining unit, such as a classified employee who is represented by the Teamsters bargaining unit.

Sheko Habibi Mar 26, 2024
Sheko Habibi (Mar 26, 2024 17:43 PDT)

Sheko Habibi
Chapter President, CSEA

Gloria Vargas Mar 27, 2024
Gloria Vargas (Mar 27, 2024 08:03 PDT)

Gloria Vargas
Negotiation Committee Member, CSEA

Catherine Aguilar Mar 27, 2024
Catherine Aguilar (Mar 27, 2024 09:55 PDT)

Catherine Aguilar
Negotiation Committee Member, CSEA

Lou Vallarta Mar 27, 2024
Lou Vallarta (Mar 27, 2024 09:57 PDT)

Lou Vallarta
Negotiation Committee Member, CSEA

Robin James-Utigaard Mar 27, 2024
Robin James-Utigaard (Mar 27, 2024 10:05 PDT)

Robin James-Utigaard
Labor Relations Representative, CSEA

Ricardo Cabrera Apr 2, 2024
Ricardo Cabrera (Apr 2, 2024 09:57 PDT)

Ricardo Cabrera,
Assistant Superintendent of HR

BUSD-CSEA Layoff MOU on 3.25.24

Final Audit Report

2024-04-02

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 Signer rjamesutigaard@csea.com entered name at signing as Robin James-Utigaard

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 Agreement completed.

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