

Memorandum of Understanding
Between
The California School Employees Association
And its Chico Chapter #110 (CSEA)
And
The Chico Unified School District (DISTRICT)

RE: Three-Year Salary Agreement

This MOU will become effective July 1, 2021 after ratification by CSEA Chapter #110 and the approval by the Chico Unified School District.

SUMMARY A Three-Year Agreement (2021-22, 2022-23 and 2023-24)
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A. Salary Schedule

- For 2021-22 (Year 1) the salary and district health benefit contribution increase will be based on 50% of the per ADA change over prior year according to the FCMAT LCFF calculator at the 45-day budget update, which is 2.415%. Implementation of 2021-22 salary schedule and district health benefit contribution increase will occur on the October 29, 2021 paycheck. A separate retroactive check will be issued by November 20, 2021.
- Beginning in 2022-23 (Year 2), the salary schedule and district health benefit contribution increase will be based on 50% of the per ADA change over prior year according to the FCMAT LCFF calculator as of September 15, 2022.
- In Years 2 and 3, if the final percentage increase from the prior year is adjusted up or down due for any reason, a true-up will occur as follows:
 - Example: In 2021-22, the salary schedule was increased by 2.415%. In September 2022, it is determined the LCFF per ADA change was actually 2.515%. The .10% difference will be added to the yet to be determined 2022-23 salary increase.
 - By the same measure if it is determined that the District overpaid .1%, the difference will be subtracted from the yet to be determined 2022-23 increase. The formula will not reduce the salary schedule or result in a negative salary change.
- Beginning in 2023-24 (Year 3), the salary schedule and district health benefit contribution increase will be based on 50% of per ADA change over prior year according to the FCMAT LCFF calculator as of September 15, 2023.
- If the final District (non-County) P-2 ADA in Year 2 and/or 3 declines over prior year final District (non-County) P-2 ADA, then the district retains the option to reopen compensation for 2022-23 and/or 2023-24. CUSD will notify CSEA by August 1, of

each year of the agreement of their intent to opt out of the multi-year agreement and reopen compensation.

- If there is a negative COLA or reduction in the per ADA funding by the state in Year 2 or 3, CSEA has the option to reopen compensation for 2022-23 and/or 2023-24. CSEA will notify CUSD by August 1, of each year of the agreement of their intent to opt out of the multi-year agreement and reopen compensation.

B. District Contribution to Health and Welfare Benefits

1. Effective July 1, 2021 the District's required monthly contribution for medical insurance premium for a full-time unit member shall be:

- Full Time Unit Members (Composite) \$1,198.00 per month

Note: Any section or sub-section for all articles not noted for change (highlighted for additions or ~~strikethroughs~~ for deletions) below shall remain status quo.

ARTICLE 7 (HEALTH AND WELFARE BENEFITS)

- 7.1 For the ~~2016/17~~ 2021-22 school year the maximum District contribution for a full time regular employee shall be ~~\$1032~~ \$1198 per month for medical insurance premiums noted below. Part-time employees shall receive a pro-rata contribution, as is the current practice.

All other provisions of the CBA will stand as is unless mutually agreed to by both parties.

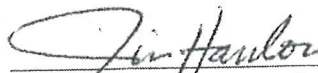


Lori Sullivan, Chico School Employees
Association (CSEA) President

Date

Veronica Sanchez
CSEA Labor Representative

Date



Jim Hanlon, Assistant Superintendent
Chico Unified School District

9/28/21

Date