

Memorandum of Understanding  
between  
the California School Employees Association  
and its Chico Chapter #110 (together "CSEA")  
and  
the Chico Unified School District ("District")

**RE: RECLASSIFICATION/REALLOCATION ADVANCING PAYMENTS TO THE  
CLASSIFICATIONS OF OFFICE MANAGER AND CAMPUS SUPERVISOR**

This MOU will become effective on October 3, 2022, the date after the Personnel Commission approved the Reclassification/Reallocation for the Office Manager and Campus Supervisor positions. The MOU is only effective upon ratification of both CSEA and the District.

The District and CSEA understand that outside of this agreement both parties are bound by the contract which authorizes the amount of reclassification to be \$30,000 per year. (2.23 Reclassifications and Reallocations). The amount designated within the contract is ongoing and has no impact on current or future raises that CSEA receives.

This MOU will expire July 2, 2025. This date allows the District through the Personnel Commission to complete all requirements of the MOU as stated below.

The District and CSEA agree to the following:

- The classifications of School Office Manager and Campus Supervisor have been reallocated through the Personnel Commission. Both parties agree and understand that the decision of the Personnel Commission regarding reclassifications/reallocations is binding. The contract requires the District to fund reallocation/reclassification in the amount of \$30,000 per year support. The approved reallocation is estimated to be in excess of \$128,774. Both parties agree that for implementation purposes the reallocation is \$128,774.
- School Office Manager's new salary placement will be Level 5 Range 15.
- Campus Supervisor's new salary placement will be Level 2 Range 7.
- Due to the amount of the reallocations above, the agreed upon \$30,000, required under the contract, to implement this agreement the District and CSEA agree to the following:
  - The District through the Personnel Commission will not be required to perform any reclassification/reallocation as required under the contract until July 1, 2025.
  - The District may identify classifications of employees who they believe are not at the placement required to effectively recruit employees. The District may independently request that a reclassification/reallocation be completed by the Personnel Commission. All costs of the reclassification/reallocation will be absorbed by the District and will not have any financial impact on this agreement nor affect any future reclassification/reallocation requirement imposed upon the District under the Contract.

- The District and CSEA agree that the implementation of this MOU will not affect this year's already negotiated salary increase. Further, the District will not consider the costs associated in this MOU as a basis for discounting future raises to CSEA.
- The District, through the Personnel Commission, will ensure that the next reclassification(s) will be completed fulfilling the contracted requirement of \$30,000 on July 1, 2025. If this requirement is not completed on July 1<sup>st</sup> of 2025 both parties agree that when the studies are completed that the classifications involved will be retroactively paid to July 1, 2025.
- The terms of this Agreement shall not constitute a past practice or be deemed precedential in any manner whatsoever.

All other provisions of the CBA will stand as is, unless mutually agreed to by both parties. This agreement shall be effective October 3, 2022, and expire on July 2, 2025. The District and CSEA may reopen this agreement by request.

Bonnie McCarthy  
Bonnie McCarthy, Bargaining Chair  
CSEA Chapter #110

10/13/22  
Date

\_\_\_\_\_  
CSEA Representative

\_\_\_\_\_  
Date

Jim Hanlon  
Jim Hanlon, Assistant Superintendent  
Chico Unified School District

10/13/22  
Date