

Memorandum of Understanding
Between
California School Employees Association and its Chico No. 110 (CSEA)
And the
Chico Unified School District (District)
Reclassifications and Reallocations

This memorandum is agreed to between the Chico Unified School District (District) and the California School Employees Association and its Chico Chapter No. 110 (CSEA) and will become effective July 1, 2024 and expire on June 30, 2027 .

2.23 RECLASSIFICATIONS AND REALLOCATIONS

- 2.23.1 The impact and effects of any district-wide reclassification request shall be negotiated between CSEA Chapter #110 and the District.
- 2.23.2 CSEA Chapter #110 and the District agree to a \$50,000.00 annual fiscal year cap for reclassification/reallocation. Upon reaching the cap, the parties agree that no further reclassification/reallocations will be conducted until the beginning of the next fiscal year.
- 2.23.3 If the amount of reclassifications and/or reallocations exceeds the \$50,000.00 threshold in any fiscal year, the parties agree to deduct the overage from the next year's \$50,000.00 allocation.
- 2.23.4 If the amount of reclassifications and/or reallocations fails to meet the \$50,000.00 threshold in any fiscal year, the parties agree to carry over any remaining amount to the following year. Amounts will only be carried over for one year.
- 2.23.5 If the District is certified by the County to be Qualified and the District is deficit spending then there is no obligation for the District to meet the \$50,000.00. However, the \$50,000.00 will accrue each year. The cap for the accrual for carryover into the next year will be \$100,000.00 to be used when the District returns to positive certification.
- 2.23.6 The District reserves the right to consider reclassifications and/or reallocations of non-union positions at any time as long as the District meets its \$50,000.00 obligation for that fiscal year as stated above.
- All costs, including statutory benefits and additional reclassifications due to ranking hierarchy, associated with the reclassification are included within the \$50,000.00 allocation.

Should any provision of this Agreement be declared or be determined by any court or competent jurisdiction to be illegal, invalid or unenforceable, the MOU will be deemed invalid and both parties agree to renegotiate the contents of the MOU.

This MOU will go into effect immediately and expire on June 30, 2027.

Bonnie McCarthy
Bonnie McCarthy- Lead Negotiator, CSEA

6/12/24
Date

Kennedy Liem
Kennedy Liem, CSEA Labor Representative

6/12/24
Date

John Shepherd
John Shepherd - Assistant Superintendent, CUSD

6/12/24
Date