

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

RE: Top 3 Ranks/Eligibility Lists

This MOU will be effective retroactively to August 22, 2023 upon ratification and agreement of CSEA and the District. This MOU will expire July 1, 2024 unless all parties agree to extend.

RE: Agreement for Top Three Ranks

The District and CSEA agree that the current process of interviewing only three (3) ranks with individual scores is limiting and inflexible. The parties therefore agree to define each rank as follows:

- FIRST RANK = Top 3 scores
 - SECOND RANK = Next 3 scores
 - THIRD Rank = Next 2 scores
- All CSEA permanent Bargaining Unit employees, regardless of FTE status, will have 1 additional seniority point added to their overall score
 - All candidates within the top three ranks shall be given an interview opportunity.
 - Should there be a TIE in the top 2 ranks and more than 8 total eligible candidates, then the lower of the 3rd rank's scores will be taken away. If there is more than one tie in ranks 1 or 2 then the other score of the 3rd rank score will be taken away.

Guidelines for the Eligibility List will be as follows:

- If the current eligibility list has less than 50% of candidates than what it originally started with, then it can be merged with a new list.
- A new list may be created and merged at any time should there be less than three (3) ranks, or less than eight (8) total candidates. If a recruitment results in less than 8 eligible candidates, then the hiring authority can choose to interview off the current eligibility list or wait for a new list to be created and merged. If they choose to interview and there are at least 3 ranks, a selection must be made.
- A new list may be created and merged at any time should the list have less than eight (8) candidates to interview. However, should a position be ready for interview, the site must interview and select off the current list as long as there at least eight (8) total candidates.
- If a PRF is submitted and a new eligibility list is created, the site that submitted the PRF must select from that list if there are at least 5 candidates.
- Should sites choose to interview together, the District cannot interview more than eight (8) candidates at a time.

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

Lori Sullivan

Lori Sullivan, Chico School Employees
Association (CSEA) President

9/6/24

Date

Veronica Sanchez
CSEA Labor Representative

Date

John Shepherd
John Shepherd, Assistant Superintendent
Chico Unified School District

9/6/23

Date