

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOS GATOS-SARATOGA UNION HIGH SCHOOL DISTRICT
AND
CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION CHAPTER 875
March 26, 2021

LOS GATOS-SARATOGA UNION HIGH SCHOOL DISTRICT ("District") Employment of Temporary Employees.

Due to the exceptional circumstances involved in the re-opening of District schools and programs in April 2021, the District and CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION CHAPTER 875 ("CSEA") have reached the following Memorandum of Understanding ("MOU") regarding District employment of "temporary" employees:

1. The District may post and hire temporary employees to provide CSEA bargaining unit services pursuant to this MOU for the time period March 30, 2021 to June 4, 2021.
2. Temporary employees may be employed in the following CSEA bargaining unit classifications: Custodian, IT technician, and Campus Supervisor. The District may hire up to 2.0 FTE for each of the listed CSEA bargaining unit classifications.
3. Temporary positions shall be scheduled to work only during the regularly scheduled shift of the CSEA bargaining unit classification they are temporarily employed in. For example, if CSEA bargaining members working in the Custodian classification work from 1pm-9pm, the District may only hire temporary employees to work within that time frame. If the need for work is outside the regular CSEA bargaining unit members shifts, or if CSEA bargaining unit members are available to work due to staggered shifts within their classification (including day & night shifts), overtime will first be offered to regular bargaining unit members in two (2) hour increments for each daily shift needed. After offering overtime to all available CSEA bargaining unit members, the District may then offer it to a temporary employee (not to exceed maximum FTE described in "2").
4. After June 4, 2021, the District, after consultation with CSEA shall decide if any or all of the additional position(s) are still necessary, and if so, the District shall post them as permanent bargaining unit positions and shall fill as a vacancy pursuant to the collective bargaining agreement.
5. Any alleged violation, misinterpretation, or misapplication of the terms of this agreement shall be subject to the grievance provisions of the Collective Bargaining Agreement.

This MOU is non-precedent setting and shall expire automatically on September 1, 2021.

Carrie Bosco

3/26/21

Date:

Los Gatos-Saratoga Union High School
District Associate Superintendent

Gulie Teek

Date: 3/26/21

Classified School Employees Association

CSEA Chapter 875 President