

MEMORANDUM OF UNDERSTANDING
Between the OROVILLE UNION HIGH SCHOOL DISTRICT
And the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS FEATHER RIVER
CHAPTER #342 (CSEA)
December 14, 2023

This memorandum is agreed upon between Oroville Union High School District and the California School Employees Association and its Feather River Chapter #342 ("CSEA") concerning the District's temporary needs during the 2023-2024 school year.

1. The District has a temporary need to fill ten (10) 5.5 hour and 6-hour Paraeducator positions, because of a lack of applicants in the District, and has hired an outside agency to fill these positions. The District agrees it will not contract out work which has been routinely performed by the members of the bargaining unit.
2. The District intends to continue seeking applicants for hard to fill position. Vacant positions are posted on EdJoin, Indeed and social media.
3. The District has the right to fill positions that are permanently vacant (Education Code 45103.1) under the following circumstances:
 - The services contracted cannot be performed satisfactorily by school district employees.
 - The work requires an emergency appointment for a period not to exceed 60 working days.
 - The services are urgent, temporary, or occasional under the district's regular or ordinary hiring process.
4. CSEA and the District reviewed the Paraeducator rate of pay and benefits comparable to nearby like-sized districts and agreed it is similar.
5. The District will continue to post all vacancies until filled.
6. The parties agree the emergency appointment period may be extended beyond the term of this MOU for no more than 30 days at a time. Each extension may occur only by prior mutual agreement of the parties.
7. The term of this MOU shall be from July 1, 2023, through June 30, 2024.
8. This MOU is not precedential and will expire on June 30, 2024, unless renewed by mutual agreement between the parties.
9. This agreement is subject to the grievance procedure outlined in Article 12 of the Collective Bargaining Agreement.

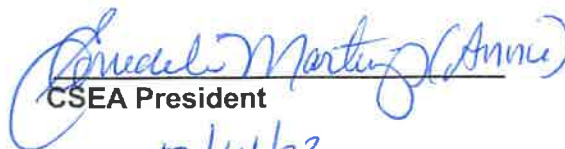
For the DISTRICT:

For CSEA:



Superintendent

Date: 12.14.23



CSEA President

Date: 12/14/23

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5 **And the CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS FEATHER RIVER**
6 **CHAPTER #342 (CSEA)**
7 **December 14, 2023**
8 **REDUCTIONS IN POSITIONS**
9

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11 Employees Association and its Feather River Chapter #342 ("CSEA") concerning the District's
12 temporary needs during the 2023-2024 school year.
13

- 14 1. The District currently has a vacant Food Service Secretary position. Due to the fact that students no
15 longer fill out F&R meal applications, the longer work year is no longer. Accordingly, the parties agree
16 to decrease the work year of the Food Services Secretary position from 240 days to 220.
17
18 2. The District has a vacant grant funded ("IEG") Coordinator position. The grant that funded this
19 position has been decreasing. Accordingly, in order to better match grant expenditures with the
20 funding, the parties agree to decrease the IEG Coordinator 8 hours per day to 6 hours per day.
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22 This MOU shall not be construed to establish precedence or a past practice.
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25 **For the DISTRICT:**

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27 _____
28 **Superintendent**

29
30 **Date:** 12.14.23
31

For CSEA:



Date: 12/14/23

MEMORANDUM OF UNDERSTANDING
between the
OROVILLE UNION HIGH SCHOOL DISTRICT ("District")
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS FEATHER RIVER
CHAPTER NO. 342 ("CSEA")

The California School Employees Association and its Feather River Chapter No. 342 ("CSEA") and the Oroville Union High School District ("District") have met and enter into this Memorandum of Understanding ("Agreement") to provide retroactive sick leave and vacation for employees not so regularly assigned who worked during the summer during the years 2021, 2022, and 2023 as follows.

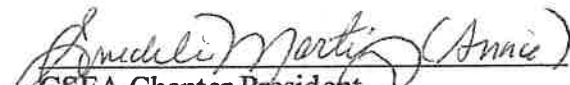
1. The District will retroactively credit current employees who worked the summer in any of the years 2021, 2022, and 2023 with sick leave pursuant to the formula set forth in Article 9.1.1 of the Collective Bargaining Agreement ("CBA").
2. The District will retroactively compensate current employees who worked the summer in any of the years 2021, 2022, and 2023 with vacation pursuant to the formula set forth in Article 8.1.4 of the CBA.

Henceforth, the District agrees to abide by the provisions of Education Code section 45102.

CSEA agrees to withdraw with prejudice its grievance filed on 4/8/2024 within five (5) calendar days of ratification of this Agreement by both parties.

Any difference arising from the interpretation, administration, or application of this proposed language may be addressed through the grievance procedure set forth in Article 12 of the CBA or any other mechanism available by law.

This Agreement shall be in effect upon ratification by CSEA and the District.


CSEA Chapter President

5/24/24
Date


CSEA Labor Relations Representative

5/24/24
Date


Superintendent

5/24/24
Date