

MEMORANDUM OF UNDERSTANDING

Between
California School Employee Association, and its Chapter #205 and
Sunnyvale School District

January 31, 2019

Re: Summer Lead Custodian Selection Process

The bargaining teams for the Sunnyvale School District (District) and the California School Employees Association and its Chapter #205 (CSEA) met to discuss the process for selecting the individual who will serve as the short-term summer lead custodian. The role of the short-term summer lead custodian is to coordinate and assist in the direction of the summer cleaning team during the summer months when school is not in session. The summer cleaning team performs a deep clean of all school sites over the summer in order to prepare the school sites for the next school year. The short-term summer lead custodian assigns tasks and inventories and orders supplies to meet the needs of the summer cleaning team. In addition, the position is responsible for frequent communication with the assigned supervisor regarding the status of the summer cleaning project.

The parties agree that the selection of this position is a management prerogative; however, in an effort to make the process more transparent, the District and CSEA agree to the following:

1. Selection process – The Operations Department will create a notification of the need for a summer lead custodian position prior to the end of the school year and notify custodians of the role. Prior to the start of the summer period there will be an informal interview process to screen all interested individuals by a panel comprised of Operations Supervisor(s) and a CSEA member who is not applying for the summer lead custodian role.
2. Period of time – The short-term lead custodian position will function approximately from the day after the last day of the school year until the Friday prior to teachers returning.

3. Need for Role – During the spring, district management will determine if there is a need for a summer lead custodian.
4. Rate of pay - The individual serving as the short-term summer lead custodian will receive a stipend of 10% increase in pay over their hourly wage for the period of time defined in Section 2 of this document. This amount will be paid in one-lump sum no later than the monthly pay warrant following the completion of the summer work.
5. Term - This Agreement shall remain in full force and effect from the date this Agreement is signed, through June 30, 2021 and shall be automatically renewed from year to year unless either party serves written notice upon the other between March 1 and April 1, 2021, or any subsequent anniversary date, of its desire to modify the Agreement. If negotiations for a subsequent Agreement continue after June 30, 2021, the provisions of this Agreement shall remain in effect until the negotiation of a new Agreement is completed.

For CSEA:

Oscar Jauressu 1-31-2019
Name Date

[Signature] 01/31/19
Name Date

For District:

[Signature] 1/31/19
Name Date

[Signature] 1/31/19
Name Date