Memorandum of Understanding
Between
Cambrian School District
And
California School Employees Association and its Cambrian Chapter 641

The Cambrian School District ("District") and the California School Employees Association, Cambrian Chapter 641 ("CSEA"), enter into this Memorandum of Understanding ("MOU") regarding overtime for the 2025 - 2026 school year.

Effective July 1, 2025

Overtime - Overtime shall be distributed and rotated as equally as is practical among employees in the bargaining unit within each department.

- Site based events requiring overtime will be offered as equally as possible to employees within the job classification at the site the event is occurring.
- If the assignment is refused by unit members at the site, the assignment shall be offered to unit members on the overtime rotation list.
- Outside renters leasing district property with overtime requirements shall be distributed and rotated as equally as is practical among employees in the bargaining unit within each department.
- Refusal does not constitute a waiver to any subsequent overtime assignments.

During negotiations for the 2026-27 contract, the parties will discuss incorporating these practices into contract language.

For the District:

Natalie Gioco — 6/10/25

Natalie Gioco
Assistant Superintendent of Personnel
Cambrian School District

Date

For CSEA:

Beverly Merrel — 6/10/25

Beverly Merrel
President, Cambrian Chapter 641

Date

Robin James-Utigaard — 06-10-25

Robin James-Utigaard
Labor Relations Representative
CSEA

Date