

Memorandum of Understanding Between The California School Employees Association Chapter No. 501 And Bellevue Union School District

This Memorandum of Understanding ("MOU") is entered this 31st day of January, 2025 by and between the Bellevue Union School District ("District") and California School Employee Association, Chapter No. 501 ("CSEA") to address the tie-breaking criteria for CSEA members with the same seniority within a classification.

Article 18.6 : Lay-off and Reemployment Procedures: Equal Seniority: If two (2) or more classified employees subject to layoff have equal seniority with the class, the priority shall be given to the employee with the greatest overall District seniority; if that be equal, the employee with the earliest hire date shall be given preference; if that be equal, determination shall be made by lot.


Therefore, the parties agree to abide by the language set forth in Article 18 "tie breaking" criteria to be used in the following order:

1. Seniority Date (first date of paid service in a classification)
2. Date of Hire within the Classification
3. Date of Hire within the District (greatest overall District Seniority)
4. "Determination made by lot": The names of each employee will be written on a piece of paper (same size, width, etc) and placed in a non see through container or basket. Without looking in the container, a third party will select one piece of paper from the container. The name of the employee on the piece of paper chosen from this "lot" will be the winner of the tie-breaker.

Example 1	Employee 1	Employee 2
Seniority Date in Classification	8-15-24	8-15-24
Date of hire in Classification	8-13-24	8-13-24
Date of hire in District	12-3-22	8-13-22
Employee who "wins" tie:		X

Example 2	Employee 1	Employee 2
Seniority Date in Classification	8-15-24	8-15-24
Date of hire in Classification	8-13-24	8-13-24
Date of hire in District	8-13-22	8-13-22
Employee who "wins" tie:	TBD by lot	TBD by lot

This MOU fully resolves the effects of "Equal Seniority" in Article 18.6.

DocuSigned by:

 739CE274E679490...
 For CSEA

2/3/2025

Date:



For the District

Date: 1-31-25