

Memorandum of Understanding
Between The San Mateo County Office of Education
And
The California School Employees Association and its Chapter 789

1. The San Mateo County Office of Education (County Office) and California School Employees Association and its Chapter 789 (CSEA) agree to this Memorandum of Understanding relating to allowing specified classifications to be eligible to work remotely in accordance with the San Mateo County Office of Education Remote Work Guidelines and subject to all of the requirements set forth in the Guidelines.
2. The classifications that are eligible to apply to work remotely and work remotely will be identified in the Guidelines. If the County Office revises the eligibility list, it will provide notice to CSEA of such changes.
3. If two or more employees in the same job family and the same department are request to work remotely on the same day and if the Department Administrator is unable to accommodate all remote work requests for that day within that job family, the decision regarding who works remotely on that day shall be made based on each employee’s job family seniority in the Department. (e.g. the date that the employee began service in their current department).
4. The parties agree this Agreement is not precedential nor does it create a past practice.
5. Any alleged violation of this MOU shall be subject to the grievance provisions of the CSEA Chapter 789 Collective Bargaining Agreement. Notwithstanding the foregoing, the County Office’s decision to approve – including approval of a request, but not on the day initially requested by the employee – or deny or to revoke a Remote Work Agreement with an employee to work remotely shall not be grievable.
6. The County Office shall have the right to terminate this MOU by providing written notice to CSEA. Absent extenuating or emergency circumstances, the County Office will provide at least 5 working days notice of the termination of the MOU.

Date

CSEA Chapter 789, Robert Fuentres, President

Date

Mark Westerberg, Labor Relations Representative

Date

Tami Moore, Associate Superintendent, San Mateo
County Office of Education