

MEMORANDUM OF UNDERSTANDING
Between the California School Employees Association and its Saugus Chapter 112 (CSEA)
And the Saugus Union School District (District)

Classified Catastrophic Leave Bank

This Memorandum of Understanding ("MOU") is entered into by and between the Saugus Union School District ("District") and California School Employees Association and its Chapter 112 ("CSEA") (collectively "Parties"), to address the following:

The Saugus Union School District (District) and the California School Employees Association and its Saugus Chapter #112 (CSEA) have negotiated language in the Collective Bargaining Agreement (CBA) regarding the Catastrophic Leave Bank. In the interest of providing more flexibility to bargaining unit members, the parties agree to make the following amendments to the CBA:

1. Bargaining unit members shall no longer be required to donate a day within the first sixty (60) calendar days of the school year. Instead, employees shall have the opportunity to contribute to the Catastrophic Leave Bank annually during the donation period, which shall commence on May 1st and extend through the first sixty (60) calendar days of the following school year.
2. Bargaining unit members making their first donation during the months of May and June shall be deemed eligible for catastrophic leave effective at the commencement of the subsequent school year.
3. Bargaining unit members who make donations to the Catastrophic Leave bank will continue to be eligible for Catastrophic Illness Leave for 5 years.
4. Upon ratification and approval by the Board, the District shall formally notify all bargaining unit members via email of the revised deadlines for donating days to the Catastrophic Leave Bank. Such notification shall include detailed instructions on the process for securing eligibility in the program.
5. These modifications to CBA Article 12.13 shall be memorialized in the SUSD-CSEA 2025-2028 successor negotiations.
6. By signing below, the Parties warrant that they are authorized to execute this MOU on behalf of their respective principals. This agreement becomes final upon ratification of the Association membership (pursuant to Association Policy 610) and approval and/or ratification by the District's Governing Board

Date this 22nd day of April 2025



Jennifer Stevenson
Assistant Superintendent, Human Resources



Elijah Chesler
Labor Relations Representative



Salvatrice Arnone (Apr 22, 2025 20:29 PDT)

Salvatrice Arnone
CSEA Chapter 112 Lead Negotiator



Delmy Calderon (Apr 22, 2025 16:16 PDT)

Delmy Calderon
CSEA Chapter 112 President