

Memorandum of Understanding
Between
California School Employees Association and its Saugus Chapter #112
(CSEA) and
the Saugus Union School District (District)

This Memorandum of Understanding (MOU) is entered into on March 7th, 2025 by and between the Saugus Union School District (District) and the California School Employees Association and its Saugus Chapter #112 (CSEA) to address the effects of layoffs in the classified workforce of positions due to lack of work and lack of funds.

The parties agree to the following provisions:

1. The District shall comply with the applicable sections of the California Education Code and the parties' current collective bargaining agreement in conducting the proposed layoffs. Where this agreement offers greater protections than either the California Education Code or the parties' collective bargaining agreement, the District shall follow the terms of this agreement.
2. The District shall not contract out or transfer out bargaining unit work to non-bargaining unit individuals or agencies. The District shall also release all short-term employees rendering services that classified employees are qualified to render.
3. All affected employees shall be given the opportunity to demote or promote into vacant TK Kinder and SpEd Paraeducator positions by seniority.
4. Those unit members who have completed a probationary period in the position to which they are reemployed shall be reemployed without having to serve an additional probationary period.
5. For affected employees that opt to continue employment in a different classification, the District shall make a good-faith effort to place those individuals in a vacancy at their current assigned site when practicable.
6. Affected employees who take a voluntary demotion into a different class, which results in a reduction in hours, shall continue to have the same level of district-provided benefits at the time of layoff through September 30, 2025.
7. Laid-off bargaining unit members who take such voluntary demotion into a different class or a reduction of hours in the same classification shall remain on the reemployment list for the classification from which they were demoted or transferred to preserve their return rights for a period of sixty-three (63 months). If two bargaining unit members are both eligible for such a position, the conflict shall be resolved by length of service.
8. Affected unit members will be allowed to utilize any available Personal Necessity Leave for the purpose of seeking other employment prior to the effective date of the layoff.
9. Laid-off bargaining unit members and bargaining unit members affected shall be offered the opportunity to fill any temporary, short-term, and substitute positions that become vacant or which may become available after the execution of this Agreement as long as the employee meets the minimum qualification.
10. Laid-off employees who are made whole (same classification, hours and number of duty days) within 39 months shall have all contractual rights and benefits, such as longevity and salary placement, reinstated as though the employee had never been laid off.
11. The District agrees that it shall not contest or otherwise appear in opposition to any affected employee who files for unemployment benefits.

12. This MOU does not establish a precedent or a binding past practice and shall not be used or referred to in any way as creating a precedent or past practice.
13. This MOU is entered into voluntarily, is final and binding on the Parties, and satisfies the District's duty to negotiate the matters described herein, including the effects of layoffs.
14. The following positions are identified as those being recommended for elimination:

Classification	Site	Employee	FTE
General Education Paraeducator (Writing)	Multiple	21	13.13
General Education Paraeducator (Writing) - Vacant	Multiple	0	6.25
General Education Paraeducator - Vacant	Multiple	0	3.5

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 7th day of March 2025



 Jennifer Stevenson
 Assistant Superintendent, Human Resources

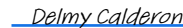


 Elijah Chesler
 Labor Relations Representative



Salvatrice Arnone (Mar 7, 2025 13:58 PST)

 Salvatrice Arnone
 CSEA Chapter 112 Lead Negotiator



Delmy Calderon (Mar 7, 2025 14:59 PST)

 Delmy Calderon
 CSEA Chapter 112 President