

**ALVORD UNIFIED SCHOOL DISTRICT and the  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its  
CHAPTER 339**

**MEMORANDUM OF UNDERSTANDING**

**‘2019/2020 School Year Reclassifications’**

**September 29, 2020**

This Memorandum of Understanding (“MOU”) is entered into by and between the Alvord Unified School District (“District”) and the California School Employees Association and its Chapter 339 (“CSEA”) (collectively “Parties”).

**RECITALS:**

In accordance with Article XII – Reclassification of the Collective Bargaining Agreement (CBA) between the Parties, the Reclassification Committee met to consider the reclassification requests for the 2019/2020 school year. A total of three (3) reclassification requests were timely submitted. Due to the COVID-19 Pandemic and subsequent District closure the Parties mutually agreed to extend the reclassification committee timelines for the Committee to properly and adequately address the reclassification requests.

**IN ACCORDANCE WITH ARTICLE XII OF THE CBA, THE PARTIES HEREBY AGREE TO THE FOLLOWING RECLASSIFICATION REQUEST RESOLUTIONS:**

1. The following reclassification requests and Reclassification committee Decisions are agreed to:

Employee	Current Classification	New Classification	Effective Date	Reclassification Committee Decision
Elizabeth Hlebo	Groundskeeper	Lead Groundskeeper	September 27, 2019	Approved
James Creacy Jr.	Maintenance Specialist – Pool Keeper	Maintenance Specialist – Plumber	October 1, 2019	Approved
Dustin Teel	Maintenance Specialist - Irrigation	Maintenance Specialist – Plumber	*Date of School Board Approval of revised Maintenance Specialist - Plumber job description	Approved
David Eady	Maintenance Specialist - Irrigation	Maintenance Specialist – Plumber	January 29, 2019	Approved

**THE PARTIES FURTHER AGREE TO THE FOLLOWING:**

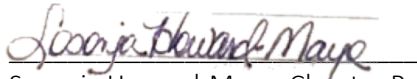
2. **Maintenance Specialist – Plumber:** Per Article XII – Reclassification, Section 4(a) the Parties agree to modify the content of the Maintenance Specialist – Plumber job description attached herein as attachment A.

- a. The District agrees that those current unit members whom previously held the positions of *Maintenance Specialist – Pool Keeper* and *Maintenance Specialist – Irrigation* are specialists in their field and shall continue performing their current assignments in the *Maintenance Specialist – Plumber* classification until such a time as other *Maintenance Specialist – Plumbers* are able, qualified, and willing to perform those assignments.
  - b. The District agrees that current *Maintenance Specialist – Plumbers* shall be offered, but not require, the training, required to perform the newly added duties of the classification.
  - c. As of October 1, 2020, all new *Maintenance Specialist – Plumbers* will be required to meet the new qualifications of the position.
  - d. **Reclassified unit members in the *Maintenance Specialist – Plumber* classification shall be credited with their seniority earned in their previous position upon the effective date of their reclassification (see Para 1 herein).**
3. **Lead Groundskeeper:** Per Article XII – Reclassification, Section 4(a) the Parties agree to modify the content of the Lead Groundskeeper job description attached herein as attachment B
- a. **Reclassified unit member Elizabeth Hlebo shall have their seniority in the *Lead Groundskeeper* classification credited back to September 27, 2019.**

It is agreed and understood that this agreement is subject to all approvals required under CSEA policy 610.

Dated this 29<sup>th</sup> day of September 2020.

CSEA:



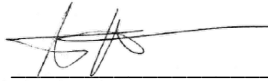
Sosonja Howard-Mayo, Chapter President

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Joshua Fleming, Labor Relations Representative



Brian Gernertt, Computer Tech II

DISTRICT:



Bob Presby, Ed.D.,  
Asst. Superintendent, Human Resources



LaShonda Owens, Director II, Human Resources



Brett Heinbuch, Asst. Director, Fiscal Services