

**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 29th day of September 2020.

CSEA:


 Sosonja Howard-Mayo, Chapter President

 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