

MEMORANDUM OF UNDERSTANDING

Cambrian School District and CSEA

This Memorandum of Understanding ("MOU") is entered into between the Cambrian School District ("District"), the California School Employees Association Chapter 641 ("CSEA"), and Emilia Castillo ("Castillo").

Article XXII 22.1.4, Layoffs, in the parties collective bargaining agreement ("Agreement") requires that the District give notice to CSEA regarding any potential lay-off. The parties have met and negotiated the effects of a possible layoff resolution to be adopted in order to eliminate one (1) Paraeducator position, which could be adopted by the governing Board on March 6, 2025. Rather than the Board adopting such a resolution, the parties have agreed upon the following personnel action:

1. The parties' Agreement in Article XV Transfers and Filing of Vacancies, 15.1.2, includes "as a result of layoff" as one definition of transfer. So, in a layoff (also known as a "RIF"), the incumbent in the affected Paraeducator position to be reduced could have either "bumping" or transfer rights to a current vacancy in the Paraeducator Special Education position.
2. Rather than the District going through the RIF process, beginning with the governing Board adopting a RIF resolution, and giving Castillo notice of lay-off, the incumbent shall instead be transferred into a vacant Paraeducator Special Education position(s) effective July 1, 2025.
3. As would occur in a RIF, Castillo shall have reemployment rights to her current position for a time period of 39 months from July 1, 2025.
4. If Castillo declines a District offer of return to her current Paraeducator position pursuant to this MOU, the vacancy shall be filled by the process set out in Agreement, Article XV Transfer and Filing of Vacancies.
5. This MOU is subject to the grievance process set out in the Agreement, Article XII Grievance Procedures.
6. This MOU is one time only and not precedential.

7. This MOU concludes negotiations regarding this particular RIF.

Natalie Gisco
FOR THE DISTRICT
3-3-2025
Date

Emilia Castillo
Emilia Castillo
3-3-2025
Date

JLH
FOR CSEA CHAPTER 641
March 3, 2025
Date

Devin M. M. 2/28/25
Chapter President 641