

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

**MEMORANDUM OF UNDERSTANDING**

**‘2020/2021 School Year Reclassifications Appeals’**

**January 12, 2022**

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 appeals for the 2020/2021 school year. Following the initial reclassification decisions on the six (6) reclassification requests for 2020/2021 school year, three (3) applicants requested to appeal the initial reclassification decisions. Due to the COVID-19 Pandemic the Parties mutually agreed to extend the reclassification committee timelines for the Committee to address the reclassification requests properly and adequately. The determinations of the 2020/2021 reclassification appeals are agreed to between the Parties below.

**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:

<b>Employee</b>	<b>Current Classification</b>	<b>New Classification</b>	<b>Effective Date</b>	<b>Reclassification Committee Appeals Decision</b>
<b>Park, Mary</b>	Child Nutrition Accounting Technician / Computer Support	Child Nutrition Accounting Technician / Computer Support	September 30, 2020	Denied <sup>1</sup>
<b>Savage, James</b>	Groundskeeper	Lead Groundskeeper	September 29, 2020	Approved
<b>Perez, Adriana</b>	Special Education Assistant	Intensive Behavior Intervention	N/A	Denied.

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

2. To maintain a mix of experience and skills the Lead Groundskeeper position held by classified bargaining unit member James Savage shall be transferred to La Sierra High School in accordance Article XIV – Assignment, Transfer and Filling Vacancies, Section 6 – Involuntary Transfer. The classified unit member shall be notified of the involuntary transfer upon School Board approval of this MOU with an effective date of the involuntary transfer ten (10) working days after the notification.

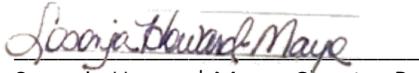
3. While bargaining unit member Mary Park's reclassification appeal is denied, the Parties acknowledge that the new job description created through the initial reclassification decision may include new methods and may require greater skills than are currently held by the incumbent. As such, training needs may be identified in advance by the unit member and supervisor or through discovery of job performance and shall be provided by the District at no cost to the unit member. This provision is a negotiated impact for the current incumbent and shall sunset if/when the unit member vacates the position.

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

Dated this 12<sup>th</sup> day of January 2022.

**CSEA:**

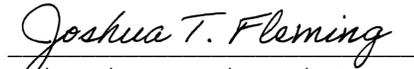
**DISTRICT:**



Sosonja Howard-Mayo, Chapter President



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



Joshua Fleming, Labor Relations Representative



LaShonda Owens, Director II  
Human Resources



Cynthia Meyers, Campus Supervisor II  
La Sierra High School