

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
RAVENSWOOD CITY SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER 303**

June 28, 2019

This Agreement is by and between the Ravenswood City School District (hereafter "District") and the California School Employees Association and its Chapter 303 (hereafter "CSEA"), collectively referred to as "the parties".

**BACKGROUND**

On June 20, 2019 the parties tentatively settled contract negotiations and establish a new term of agreement from July 1, 2019, through June 30, 2022. On June 27, 2019 CSEA notified the District that it wished to make minor changes to three articles of the tentative agreement. The District agreed to the changes and the parties have agreed address the changes in this Memorandum of Understanding, which shall be included as part of the Tentative Agreement.

**AGREEMENT**

The parties agree to amend the Tentative Agreement as follows:

1. Tentative Agreement Article 2.4.2

*2.4.2 Release Time for New Employee Orientation Meetings*

*The ~~Association~~**Chapter** President or unit member designee shall receive thirty (30) minutes of paid time to conduct each CSEA orientation meeting scheduled as described in 2.4.3, plus reasonable paid time, if needed, to travel from the ~~Association~~**Chapter** President or designee's assigned work site to the orientation meeting. Each new employee also will be paid or released from work with pay to attend a scheduled new employee orientation meeting. This is in addition to release time already provided in Article 2.*

2. Tentative Agreement Article 4.2.4

*4.2.4 Level III Binding Arbitration*

*If ~~the grievant or~~ CSEA is not satisfied with the decision rendered at Level II, within twenty (20) working days of the Level II response, only CSEA may appeal the decision to binding arbitration.*

*The written appeal shall include a copy of the original grievance, the decision rendered at Level II and a clear, concise statement of the reason for the appeal, and specific remedy sought.*

3. Tentative Agreement Article 17.2

17.2 Appeal to Advisory Arbitration **or Board of Trustees** – Suspension in Excess of Five (5) Days, Demotion or Dismissal

*An appeal hearing for suspension of six (6) days or more, demotion, or dismissal shall be conducted by the Board of Trustees or, at the Boards' or CSEA's request, a Hearing Officer may be appointed to hear the matter and issue an advisory recommendation to the Board of Trustees ("Hearing Authority")*

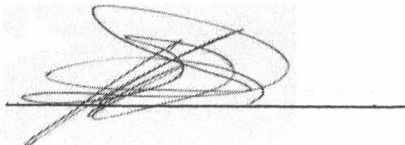
4. Tentative Agreement Article 17.7.2

17.7.2 Costs

**If CSEA requests the arbitration, then** all costs for the services of the arbitrator, including but not limited to per diem expenses, travel and subsistence expenses and costs of a hearing room, if any, will be borne equally by CSEA and the District; however, if the arbitrator's recommended decision is rejected in its entirety or substantially modified by the Board of Trustees, the District shall reimburse CSEA for all hearing officer costs as described in this section. **If the Board requests the arbitration, then all costs described in this section shall be borne by the District.**

Date: 6/27/2019

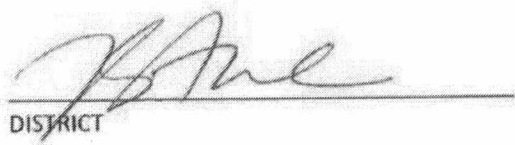
CSEA



CSEA



DISTRICT



DISTRICT

