

MEMORANDUM OF UNDERSTANDING  
BETWEEN  
MANTECA UNIFIED SCHOOL DISTRICT  
AND  
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION (Manteca Chapter 50)

June 19, 2020

The Manteca Unified School District ("District") and the California School Employees Association, Chapter 50 ("CSEA") hereby enter into this Memorandum of Understanding ("MOU").

The District and CSEA recognize the impact that the Corona Virus has had on school districts and the community at large, because of those impacts the State is projected to implement significant cuts and deferrals on local school districts.

To these ends, the District and CSEA agree as follows:


- 1) The District will inform CSEA as soon as practicable should it learn of a confirmed or likely coronavirus infection of District employees or students if it does not violate any HIPA/FERPA laws.
- 2) MUSD and CSEA 50 agree to continue a hiring freeze for the 2020-2021 school year for classified positions. Vacant classified positions deemed non-essential will not be hired right away. If a position is necessary for the operation of the District, the District will discuss in consultation with CSEA before moving forward hiring the vacant position. Furthermore, all other positions may not be filled with sub employees unless it is determined to be necessary for the operations of the District. CSEA may contact the District to request consideration for any additional position(s) they deem essential as well as the rationale behind the need.
- 3) CSEA agrees to waive the provisions of Education Code section 45103, subdivision (d) (I) and (d) (3), Education Code section 45137, paragraph 1.m of Article XVI, Leaves, and the provisions of California School Employees Association v. Tustin Unified School District (2007) 148 Cal.App.4<sup>th</sup> 510.
- 4) The District can use a substitute employee for more than one hundred ninety-five (195) working days. Any substitute employee working more than 195 days in the 2020-2021 school year shall not become a classified employee of the District.
- 5) If the District is directed to change its operating procedures due to COVID-19 the parties agree to immediately initiate negotiations on the impacts.
- 6) This MOU resolves the current known effects of school openings due to the coronavirus (COVID-19). The District and/or Association reserve the right to negotiate any additional impacts and/or additional school closures in the 2020-2021 school year.

This MOU shall expire on June 30, 2021 at 11:00pm. This MOU may be extended or modified by mutual written agreement or successor agreement. No language in this MOU can be used to constitute past practice or precedent setting.

Dated: 8-3-20

By:   
Manteca Unified School District

Dated: 08/03/2020

By:   
CSEA Chapter 50