

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

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**

The parties recognize that the District has had ongoing vacancies in the *After School Program Class Leader* classification. In the 2018-19 year alone, there were eight ongoing vacancies across multiple school sites, which were posted in accordance with the collective bargaining agreement and District policies. Despite the job postings, the District was unable to find qualified candidates to fill the positions. The District attempted to utilize substitute employees to fill the vacancies but was unable to meet the needs of the program.

Currently, the Boys and Girls Club of the Peninsula (hereafter "BGCP") operates After School Programs at some District school sites and District employees (CSEA unit members) operate the program at other school sites. Ravenswood Middle School (hereafter "RMS") is a school site with an After School Program, which has historically been operated by the District employees (CSEA unit members).

The District has an interest in consolidating all the current *After School Program Class Leader* vacancies throughout the District to RMS and redistributing existing RMS After School Program Class Leader staff to other sites. The District then intends to contract services, on a temporary basis, from the BGCP to operate the After School Program program at RMS.

**AGREEMENT**

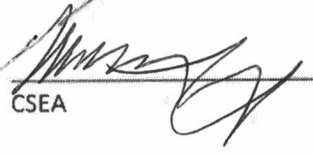
1. In an attempt to provide consistent After School Program quality, the parties agree that District will enter into a one (1) year "trial period" partnership with the Boys and Girls Club of the Peninsula to operate the After School Program at Ravenswood Middle School for the 2019-2020 school year.
2. This trial period partnership between the District and BGCP will NOT result in the layoff, demotion or reduction of hours/pay of any CSEA unit member.
3. After School Program Class Leaders are CSEA unit members. During the trial period partnership between the District and BGCP, After School Program Class leaders may be transferred by the District between school sites in accordance with the applicable transfer language in the CSEA collective bargaining agreement. It is the intention of the District that consolidating the staffing to sites with current vacancies will result in full After School Program staffing at each school site.
4. Currently, there are three (3) After School Program Site Coordinators, who are also CSEA unit members. These individuals will be assigned to the following sites, as determined by the District: (1) Costano Elementary; (2) Los Robles-Ronald McNair Academy or; (3) Willow Oaks Elementary. Any transfers of Coordinators between sites shall be accordance with the applicable transfer language in the CSEA collective bargaining agreement.
5. During this one (1) year period, the parties will examine the After School Program and related positions to determine whether there is a path to return the work to District staff.

6. Prior to April 30, 2020, the parties will convene and through the negotiations process, determine whether to extend the term of this agreement.

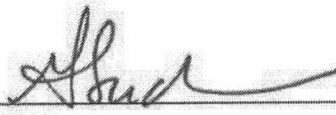
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CSEA

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