DRAFT TENTATIVE AGREEMENT

FOR ARTICLE 19: STAFF LAYOFFS – BUMPING PROCEDURES

Between the

SAN LEANDRO UNIFIED SCHOOL DISTRICT

And the

CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION and its Chapter #94

April 8, 2015

The San Leandro Unified School District (District) and the California School Employees Association *and its* Chapter #94 (CSEA) agree to modify the current agreement as described below. Except as described herein, the agreement shall remain in full force through June 30, 2015.

ARTICLE 19: STAFF LAYOFFS

See attached document.

In accordance with the 2015 reopener agreement, the parties have developed the attached procedures for the exercise of laid-off employees' bumping rights.

MEMORANDUM OF UNDERSTANDING
between the
SAN LEANDRO UNIFIED SCHOOL DISTRICT
and the
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER NO. 94

CSEA Layoff Bumping Procedures

1. Per Article 19, Section 6, of the CBA: An employee laid off from his/her present classification may bump into a lateral position in the same job classification for which he/she has seniority or the next lowest classification in which the employee has greater seniority. The employee may continue to bump into lower classifications in which they have seniority to avoid layoff.
2. Per Article 19 of the CBA, seniority shall be based on date of hire in the district.
3. An employee may not bump into a different job classification in which he/she has seniority unless he/she has no bumping options within the current job classification.
4. If an employee bumps into a different job classification, it shall be the job classification with the same or next highest pay range in which the employee has seniority.
5. However, an employee may bump into a different job classification in which he/she has seniority if a vacant position is available.
6. Bumping will be based solely on seniority regardless of the number of hours worked in the position being eliminated and the number of hours in the least senior position that the affected employee would bump into.

For CSEA:

Cara Alvarez 4/8/15

CSEA **(Date)**

Karen Perez 4/8/15

CSEA **(Date)**

Dorothy Morgan-Carney 4/8/15

CSEA **(Date)**

Martha Martin 04/08/15

CSEA **(Date)**

4/8/15

CSEA (Date)

For SLUSD:

4/8/15

SLUSD **(Date)**

SLUSD **(Date)**