

MEMORANDUM OF UNDERSTANDING BETWEEN TAHOE TRUCKEE UNIFIED SCHOOL DISTRICT
("District")
AND
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS TAHOE TRUCKEE CHAPTER NO. 383
("CSEA") (together "Parties")

Layoff Impacts and Effects

This Memorandum of Understanding ("MOU") is entered into by and between the Tahoe Truckee Unified School District ("District") and the California School Employees Association and its Tahoe Truckee Chapter No. 383 ("CSEA") to address the impact of layoffs for the 2025-2026 school year as specified below.

Whereas the unit members indicated in Attachment A received notice that their position will be eliminated at the end of the 2024-2025 school year due to a lack of work or lack of funds;

The Parties agree as follows:

1. Classified employees who have taken a reduction and are made whole within sixty-three (63) months shall have all contractual rights and benefits (i.e., longevity, vacation, sick leave, etc.) restored consistent with applicable law.
2. The District shall place unit members who accept a demotion or lateral reassignment in lieu of being laid off on the step and range commensurate with their education and experience and consistent with any applicable terms of the CBA and salary schedule.
3. Seniority for unit members in affected classifications shall be according to Education Code §45308.
4. Nothing in this MOU shall be construed as relinquishing any rights already established in the Education Code.
5. This MOU fulfills any rights and obligations of the parties under the EERA concerning the layoff of unit members effective at the end of the 2024-2025 school year.

6. Nothing in this MOU shall constitute or evidence a past practice or binding precedence between the Parties concerning layoffs or reductions in hours.

7. Additional Negotiated Terms:

a. In lieu of a layoff, commencing with the 2025-2026 school year:

- Irene Gomez has accepted the reassignment to position #1555 (4.5 hour Enhancement Paraprofessional, Range 13). Irene shall be placed on Step 10, Range 13.
- Rocio Frias Martinez has accepted the reassignment to position #1528 (6.0 hour Special Educational Instructional Assistant, Range 13). Rocio shall be placed on Step 8, Range 13.

b. Layoff notices for the following individuals/positions shall be rescinded:

- Imelda Aguirre (Childcare Development - Instructional Assistant I)

This shall fully and finally resolve all negotiations for the 2024-2025 Classified layoffs.

Dated: 4/29/2025

For the Association:

Malissa Cruz

Malissa Cruz, CSEA 383 President

Marco Pimentel

Marco Pimentel, CSEA LRR

Dated: 4/29/25

For the District:

Michael Shepherd

Michael Shepherd, Executive Director, HR

Kerstin Kramer

Kerstin Kramer, Superintendent Chief Learning Officer

Approved by the Board: _____

Ratified by CSEA 383: _____