

**Memorandum of Understanding**  
**between Rocklin Unified School District (“District”)**  
**and the**  
**California School Employees Association and its Rocklin Classified Chapter #773 (“CSEA”)**  
**Regarding Contracting Out for One Position**  
**5/23/2023**

The Rocklin Unified School District and the California School Employees Association and its Rocklin Classified Chapter #773 (“CSEA”) (together referred to as the “Parties”) enter into the Memorandum of Understanding (“MOU”) regarding work performed by the Maintenance Worker III during a period of unpaid leave for one employee in the classification.

The District understands it must negotiate with CSEA regarding the decision and effects of any proposal to contract out bargaining unit work. The request to contract out bargaining unit work in this specific instance is based upon the following:

A CSEA unit member has exhausted all available paid leaves. The employee requested unpaid leave for a short and finite period of time as a reasonable accommodation. The District has approved the request of the CSEA unit member for leave. As part of the District’s evaluation of the unpaid leave request, the District has identified an inability to find a substitute who can complete the essential functions of a Maintenance Worker III. Now, therefore, the Parties agree as follows:

1. For the District to complete its necessary work for operations, the District shall, during the term of this MOU, be permitted to contract work out for various Maintenance Worker III items which cannot be completed inhouse due to staffing limitations while the employee is out on leave.
2. The work performed by the Maintenance Worker III classification is and shall continue to be exclusively CSEA Bargaining Unit work.
3. This MOU shall be effective from the date of ratification by both Parties up to and including August 21, 2023.
4. If the CSEA unit member continues to be off from work after this date, the District and CSEA agree to meet and negotiate on the possibility of an extension.
5. This agreement shall not establish binding past practice or precedent.

Charles Haddock 5/24/23  
CSEA Representative      Date

Matt Myers 5/24/23  
District Representative      Date