

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
and its BUTTE COLLEGE CHAPTER #511
and
BUTTE-GLENN COMMUNITY COLLEGE DISTRICT**

REGARDING THE EFFECTS AND IMPACTS OF LAYOFFS

The Butte-Glenn Community College District (District) and the California School Employees Association and its Butte College Chapter #511 (CSEA) (together the "Parties") do hereby agree to the following to fully resolve negotiations for the effects and impacts of the elimination of bargaining unit positions identified in Board Resolution No. 840, a copy of which is attached.

1. Reemployment shall be handled in accordance with contract article 18.5.
2. While on the reemployment list, bargaining unit members will be first offered long term substitute and/or short-term positions provided that they meet the minimum qualifications for the substitute position and provided they have signed up for the Substitute List.
3. The District and CSEA further agree that the work of abolished bargaining unit positions shall not be transferred out of the bargaining unit to management employees, confidential employees, certificated employees, students, volunteers, short term employees, or substitute employees.
4. The District and CSEA further agree that the work of abolished bargaining unit positions shall not be transferred to others outside of the bargaining unit without first negotiating the decision, impacts and effects.
5. The district shall release all short-term employees in affected classifications before it lays off bargaining unit employees. Any long-term substitute currently filling a regular classified position will be released and replaced with a laid off bargaining unit member who is qualified and who has signed up for the Substitute List for that classification and who accepts an offer of such assignment. In the event that there are no qualified bargaining unit members on the reemployment list qualified to substitute for a vacant position, the District retains its rights to utilize bona fide substitutes in accordance with the law.
6. The District shall not subcontract out the bargaining unit work performed by laid off employees without first negotiating the decision, impacts and effects.
7. The District shall not increase the current and existing workload of remaining bargaining unit employees as a result of the layoff of bargaining unit employee without first negotiating the decision, impacts and effects of increasing the workload.
8. The District shall provide each employee with a letter verifying position held, date(s) of position held, last salary or wage and stating separation was due to layoff.

9. The District shall adhere to Tucker V. Grossmont (2008) 168 Cal. App. 4th 640.
10. This document shall serve as the Agreement between the parties regarding the impact and effects of layoffs associated with Resolution No. 840.
11. This agreement is not effective until ratified by CSEA and the Butte-Glenn Community College District Board of Trustees.
12. Pursuant to Board Resolution No. 840, the following reasons for layoff or elimination of position apply:
 - a. Administrative Secretary Grants – lack of work and funds
 - b. Administrative Secretary Grants – lack of work and funds
13. CSEA retains any contractual and legal remedies to resolve any alleged violation of this MOU.

By: Denise L. Adams
Denise Adams, Interim Vice President, Human Resources
Butte-Glenn Community College District

Date: 04/17/2026

By: Kim Hong
Kim Hong (Apr 17, 2026 08:27:38 PDT)
Kim Hong, Chapter President
Butte College #511

Date: 04/17/2026

By: Kim Howell
Kim Howell, Labor Relations Representative
California Schools Employees Association

Date: 04/17/2026

**Butte-Glenn Community College District
Meeting of the Board of Trustees**

February 11, 2026

Subject:	Adoption of Resolution No. 840: For the Reduction of Classified Employee Services
Category:	Human Resources
Submitted By:	Denise Adams, Interim Vice President
Attachment:	Yes
Type:	Action
Agenda Section:	Regular

Background

Education Code Sections 88014, 88017, 88117 and 88127 authorize a district to layoff classified employees for lack of work and/or lack of funds upon sixty (60) days prior notice. The District has been notified that the North Far North Regional Consortium funding will be moving to another Agency, and specific work is no longer required. The District is required to serve notice not less than 60 days to classified employees who may be affected by layoff.

Status

- 1.0 FTE Executive Director, North Far North Regional Consortium will be eliminated effective July 1, 2026
- 1.0 FTE Deputy Director, North Far North Regional Consortium will be eliminated effective July 1, 2026
- 1.0 FTE Program Coordinator, Grants will be eliminated effective July 1, 2026
- 1.0 FTE Administrative Secretary Grants will be eliminated effective July 1, 2026
- 1.0 FTE Administrative Secretary Grants will be eliminated effective July 1, 2026

Recommendation

It is recommended that the Board adopt Resolution No. 840 authorizing the Superintendent/President, or designee, to affect the layoff notice required by law and to inform the employee of their displacement rights, if any, and their rehire rights.











511 25-26 Layoffs Impacts and Effects MOU_4.2026

Final Audit Report

2026-04-17

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✔ Agreement completed.

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