Memorandum of Understanding (MOU)
Between the California School Employees Association and its
Fullerton Elementary Chapter 130 (CSEA)
and
Fullerton School District (District)

November 30, 2021

Diapering Stipend for Preschool Program IAs MOU

This MOU is agreed upon between CSEA and the District concerning identified student diapering needs in the Child Development Services Department, specifically the Preschool Program. An increasing number of younger students in the Preschool Program, along with a desire not to turn away students who are not fully potty-trained, has resulted in a population of students in the Preschool Program that require diapering. This increase has highlighted a need for staff that are trained and paid to do this task.

Classified staff assigned who work in the IA/Special Education I, II, and III (IA/SE) classifications in the Preschool Program are paid to do diapering. IA/General Education (IA/GE), IA/Recreation (IA/Rec), and IA/Bilingual-Biliterate (IA/BB), who work in the Preschool Program, do not currently have this duty assigned within their expected job duties.

CSEA and the District agree:

- IA/General Education (IA/GE), IA/Recreation (IA/Rec), and IA/Bilingual-Biliterate (IA/BB), who work in the Preschool Program, and assist Preschool students who need diapering will receive a two percent (2%) diapering stipend.
    - This stipend will be eligible only to employees working in the Preschool Program of the Child Development Services (CDS) Department in the classifications of IA/GE, IA/Rec, or IA/BB.
    - Employees in the IA/SE I, II, and III classifications are not eligible as the duty falls within the scope of work outlined in their classification descriptions.
    - The diapering stipend will be paid monthly and will be two percent (2%) of the employee's monthly base salary based upon their percentage of FTE.
- Existing eligible employees will be asked and encouraged to accept this voluntary duty and corresponding stipend - neither the duty nor the stipend are mandatory.
- New recruitments for IA/GE, IA/Rec or IA/BB in the Preschool Program will require diapering and the corresponding stipend as a condition of employment before making job offers into the Preschool Program.

California School Employees Association
and its Fullerton Elementary Chapter 130:

Tonya Belleque 11-30-21
Tonya Belleque Date
Chapter President, CSEA Chapter 130

Tiffany Lopez 11/30/21
Tiffany Lopez Date
CSEA Labor Relations Representative

Fullerton School District:

11/30/21
Chad Hammitt, Ed.D. Date
Asst. Superintendent, Personnel Services

Trang Ngọc Lai 11/30/2021
Trang Lai, Ed.D. Date
Director of Child Development Services