

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**BETWEEN**  
**SAN JUAN UNIFIED SCHOOL DISTRICT (District)**  
**AND THE**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,**  
**AND ITS SAN JUAN CHAPTER No. 127 (CSEA)**  
*Re: Implementation of additional investments under 2022 MOU*

**Background:**

In their September 20, 2022 Memorandum of Understanding (“Investments to Stabilize Classified Staffing and District Operations”), the District and CSEA agreed to the following:

1. *Additional ongoing investments to address bargaining unit needs: Effective beginning in the 2022-23 school year, the District shall budget approximately \$532,653 in ongoing, unrestricted funds to address needs within the bargaining unit, including but not limited to staffing, working conditions, and/or recruitment and retention.*
  - *This investment shall not be used for across-the-board increases to the CSEA salary schedule.*
  - *The District and CSEA shall negotiate the usage of this budget appropriation with the intent to reach agreement by December 1, 2022.*


**Statement of Intent:**


The District and CSEA mutually agree that recruiting candidates to fill persistent vacancies in highly specialized and competitive job classifications remains an ongoing challenge for certain positions. When those positions remain vacant for extended periods, it impacts the working conditions of CSEA members and disrupts the continuity of services for schools and students. The parties agree that adjusting compensation for such positions is an effective tool for recruiting qualified employees and stabilizing services for students.

**Agreement:**

1. Effective July 1, 2022, the following CSEA job classifications will be placed at salary schedule ranges as outlined below:
  - a. **Electrician: Range 42** (Operations Support Unit)
  - b. **Lead Electrician: Range 45** (Operations Support Unit)
  - c. **Low Voltage Technician: Range 41** (Operations Support Unit)
  - d. **Lead Low Voltage Technician: Range 44** (Operations Support Unit)
  - e. **Middle School Secretary: Range 26** (General Unit)
  - f. **Payroll Technician I: Range 27** (General Unit)
  - g. **Payroll Technician II: Range 29** (General Unit)
  - h. **Telecommunications System Technician: Range 48** (General Unit)
    - i. CSEA’s designated budget allocation as authorized by the Sept. 20, 2022 MOU shall be used to cover an increase in the Telecommunications System Technician only to Range 47. The District shall use other unrestricted funds to complete the increase to Range 48.
    - ii. Any unit member currently employed (as of the effective date of this MOU) in classifications outlined in Section I(a-h) will be moved to the equivalent step in the new salary range.
    - iii. The retroactive checks for the updated compensation levels will be issued no later than 60 days after Board approval of a revised salary schedule.
2. The District and the CSEA agree the above language will remain in effect from the effective date of this MOU. The parties agree that this language will also be incorporated into the Collective Bargaining Agreement at the conclusion of a future bargaining cycle in which **Article 6** is a reopener (unless new language is negotiated and agreed upon during that subsequent bargaining cycle that supersedes this MOU).
3. This agreement represents an estimated \$258,583 of the 2022-23 ongoing, unrestricted funds set aside for unit needs per the Sept. 20, 2022 MOU.

- a. The parties agree to continue to meet and negotiate the usage of any remaining funds from this ongoing allocation (currently estimated at \$274,070) for the purposes of addressing unit needs including but not limited to working conditions, staffing, and recruitment and retention.
- i. These negotiations may include, but are not limited to, continued examination of job classifications that remain uncompetitive in the marketplace and result in high turnover or persistent vacancies.

  
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Date  
Daniel Thigpen  
Executive Director  
Labor Relations and Government Affairs  
San Juan Unified School District

  
\_\_\_\_\_  
Date 04.10.23  
Adara Clark-Gunn  
President  
California School Employees Association

  
\_\_\_\_\_  
Date 4/10/23  
Kurt Benfield  
Labor Relations Representative  
California School Employees Association