

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
and the
SAN JUAN PROFESSIONAL EDUCATORS COALITION (SJPEC)
Re: Implementation of additional investments under 2022 Tentative Agreement

Background:

In their September 15, 2022 Tentative Agreement, the District and SJPEC agreed to the following:

Additional ongoing investments to address bargaining unit needs: Effective beginning in the 2022-23 school year, the District shall budget approximately \$189,309 in ongoing, unrestricted funds to address needs within the bargaining unit, including but not limited to staffing, working conditions, and/or recruitment and retention.

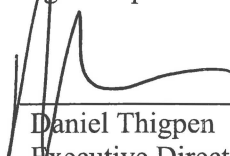
- *This investment shall not be used for across-the-board increases to the SJPEC salary schedule.*

Statement of Intent:

The District and SJPEC mutually agree that the recruitment and retention of experienced professional educators is an ongoing challenge that impacts the working conditions of SJPEC members and the continuity of services for students. The parties agree that longevity compensation enhancements are an effective tool for recruitment and retaining experienced professional educators.

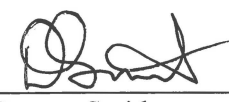
Agreement:

- Effective July 1, 2022, the SJPEC salary schedule will contain the following revised Anniversary/Longevity Increments:
 - One percent (1%) of base salary after 10 years of completed service in the San Juan Unified School District.
 - Three percent (3%) of base salary after 14 years of completed service in the San Juan Unified School District. (the 3% includes the 10-year increment)
 - Five percent (5%) of base salary after 17 years of completed service in the San Juan Unified School District. (the 5% includes the 10-year and 14-year increment)
 - Nine percent (9%) of base salary after 19 years of completed service in the San Juan Unified School District. (the 9% includes the 10-year, 14-year, and 17-year increment)
- The retroactive checks for the updated Anniversary/Longevity increments will be issued no later than 60 days after Board approval of a revised salary schedule..
- If a member earning longevity under the SJPEC salary schedule subsequently moves into a position that is represented by a different bargaining unit/employee group, that employee will only earn any longevity benefits that are outlined in the new bargaining unit or employee group's salary schedule.
- The District and the SJPEC 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 12 is a reopener (unless new language is negotiated and agreed upon during that subsequent bargaining cycle that supersedes this MOU).



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

1-27-23
Date



Damon Smith
President
San Juan Professional Educators Coalition

1/27/23
Date