

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND THE
SAN SUAN SUPERVISORS ASSOCIATION (SJSA)**

Re: Implementation of additional investments under 2022 Tentative Agreement

Background:

In their September 20, 2022 Tentative Agreement, the District and SJSA 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 \$10,955 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 SJSA salary schedule.*
 - *The District and SJSA shall negotiate the usage of this budget appropriation with the intent to reach agreement by December 1, 2022.*

Statement of Intent:

The District and SJSA mutually agree that investing in the professional growth of its employees supports the long-term retention and success of staff and helps foster the continuity of services for schools and students. The parties agree that expanding professional growth investments are an effective tool for retaining qualified employees and maximizing services for students.

Agreement:

1. Effective July 1, 2022, Article 4.7 - Professional Growth will be revised as outlined below:

4.7 Professional Growth

The parties agree to reaffirm their commitment to Article 4.7 Professional Growth

4.7.1 The District shall provide ~~\$7,000~~ \$17,955 per school year to fund professional growth activities for the Supervisors Association.

4.7.1 (a) The parties agree that ~~all unused 2020-2021 SJSA Professional Development funds will be rolled over into 2021-2022~~ any unused SJSA Professional Development funds during a single fiscal year will be rolled over into the subsequent fiscal year and added to that year's total allocation. The amount carried over into the next fiscal year will be available in that year only and cannot be rolled over into future years.

4.7.2 The professional growth program shall be administered by a committee of five (5) members: three (3) from the Supervisors Association and two (2) from the District. The Professional Growth Committee shall be responsible for developing guidelines for professional growth activities and related expenditures.

4.7.2 (a) The parties agree to select members and convene its first meeting of the committee by October 31 of each fiscal year.

4.7.3 This provision shall not be subject to the grievance procedure.

- The District and the SJSA 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 4 is a reopener (unless new language is negotiated and agreed upon during that subsequent bargaining cycle that supersedes this MOU).

Daniel Thigpen 4-20-2023

Andrew Freitas 4-21-2023

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

Andrew Freitas Date
Secretary
San Juan Supervisors Association