

**MEMORANDUM OF UNDERSTANDING  
BETWEEN SAN JUAN UNIFIED SCHOOL DISTRICT (District)  
AND  
TEAMSTERS LOCAL No.150 (Teamsters)**

**STAFFING SUPPORT FOR DISTRICT BUS DRIVERS**

This Memorandum of Understanding (“MOU”) is between the Teamsters Local No. 150 (“Teamsters”) and San Juan Unified School District ("District") regarding the impact of the national bus driver shortage on existing vacancies and home-to-school transportation. The parties have met and agreed to the following:

**Background:**

Public school districts across the nation are experiencing unprecedented driver shortages. In 2021, the Teamsters and the District agreed to conduct a total compensation study for all bargaining unit members, and the study is expected to be completed in advance of contractually scheduled salary negotiations in 2023. However, the District has an urgent need to fill driver vacancies as it prepares for the 2022-23 school year, and to offer compensation that is competitive with the local market so that student transportation needs can be met.

**Intent:**

The intent of this MOU is to make short-term adjustments to bus driver compensation while the parties work together to explore longer-term strategies to address driver shortages within the District.

**Agreement:**

The District and Teamsters agree to the following terms:

**1. Compensation:**

**a. Salary schedule range adjustment:**

- i. The classification of Bus Driver (including Relief Drivers) shall be moved from Range 24 of the Transportation Unit Salary Schedule to Range 29, effective May 1, 2022.
  1. Any current Transportation Unit member who is not a Bus Driver will also be moved to Range 29 if they meet all of the following criteria:
    - a. They are in possession of and actively using a valid school bus certificate
    - b. They have accepted an assignment to transport pupils during the 2021-22 school year or during the term of this agreement.

- ii. At expiration of this MOU, the members outlined in Section 1 (Compensation) of this agreement will remain at Range 29 until a successor Collective Bargaining Agreement is ratified.
    1. Nothing in this MOU would preclude the parties from agreeing to negotiate additional salary schedule adjustments at a later date.
  - iii. The parties agree to begin negotiating the entire Transportation Unit salary schedule at the completion of a contractually required total compensation study or no later than September 30, 2022 (whichever comes first).
    1. The parties agree that maintaining equitable distance between the salary ranges of job classifications will remain a priority of any future salary negotiations.
- b. Step placement for new and existing bus drivers:**
- i. Any current Bus Driver with five (5) or more years of consecutive employment with the District, who is at a Step that is less than Step 6 of the Transportation Unit salary schedule, will be moved to Step 6 compensation levels effective May 1, 2022.
  - ii. Any current Bus Driver with fewer than five (5) years of consecutive employment with the District, who is at a Step that is less than Step 4 of the Transportation Unit salary schedule will be moved to Step 4 compensation levels effective May 1, 2022.
  - iii. All Bus Drivers hired on or after the date of this agreement will be placed at Step 4 on the Transportation Unit salary schedule.

**Length of Agreement:**

The Teamsters and the District agree that this MOU will remain in effect-until a successor Collective Bargaining Agreement is ratified. Any further salary schedule adjustments ratified as part of a successor Collective Bargaining Agreement will immediately supersede and nullify the terms of this MOU.

Daniel Thigpen 7-6-2022  
Daniel Thigpen Date  
Senior Director, Labor Relations  
San Juan Unified School District

Alan Daurie 7/6/22  
Alan Daurie Date  
Business Representative  
Teamsters Local No. 150