# MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN SAN JUAN UNIFIED SCHOOL DISTRICT (District)

## TEAMSTERS LOCAL No. 150 (Teamsters)

Re: Implementation of additional investments under 2022 Tentative Agreement

### Background:

In their September 27, 2022 Tentative Agreement, the District and Teamsters 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 \$55,371 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 Teamsters salary schedule.
- The District and Teamsters shall negotiate the usage of this budget appropriation with the intent to reach agreement by December 1, 2022.
  - The parties agree to evaluate and discuss potential enhancements to Longevity Increments as part of these negotiations.

## Statement of Intent:

The District and Teamsters mutually agree that the retention of experienced Transportation Unit staff is an ongoing challenge that impacts the working conditions of Teamsters members and the continuity of services for students. The parties agree that longevity compensation enhancements are an effective tool for retaining experienced Transportation Unit staff and stabilizing services for students.

- Effective July 1, 2022, the Teamsters salary schedule will contain the following revised Anniversary/Longevity Increments:
  - 2.75% of base salary after 10 years of completed service in the San Juan Unified School District.
  - 5% of base salary after 15 years of completed service in the San Juan Unified School District, (the 5% includes the 10-year increment)
  - 7.5% of base salary after 20 years of completed service in the San Juan Unified School District. (the 7.5% includes the 10-year and 15-year increment)
  - 10% of base salary after 25 years of completed service in the San Juan Unified School District. (the 10% includes the 10-year, 15-year, and 20-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 Teamsters salary schedule subsequently moves into a position that is represented by a different bargaining unit, that employee will only earn any longevity benefits that are outlined in the new bargaining unit's salary schedule.
- The District and the Teamsters 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).

Alan Daurie

Daniel Thigpen

**Business Representative** 

Executive Director

Labor Relations and Government Affairs San Juan Unified School District

Teamsters Local No. 150