

**Tentative Agreement Between
San Juan Unified School District (District)
and the San Juan Professional Educators Coalition (SJPEC)
May 21, 2024**

Article 12: Salary

12.1 Unit Salary Schedules: This agreement concludes bargaining for Article 12 for the 2023-24, 2024-25 and 2025-26 school years.

Off-schedule bonus: The District agrees to provide an off-schedule bonus and a recruitment and retention bonus, pending Board of Education approval of a District plan for use of one-time discretionary block grant funds (tentatively scheduled for June 25, 2024):

1. **Off-schedule bonus:** For members employed as of **May 21, 2024**, the District shall provide a one-time off-schedule payment of \$1,500 for full-time staff and \$500 for part-time staff.
 - a. This one-time, off-schedule payment will be paid within 60 days of Board approval.
 - b. This one-time, off-schedule payment will not increase a member's base compensation for the 2023-24 or 2024-25 school years.
2. **Recruitment and retention bonus:** For continuing members employed as of **January 1, 2025**, the District shall provide a one-time off-schedule payment of \$1,500 for full-time staff and \$500 for part-time staff.
 - a. This one-time, off-schedule payment will be paid by **January 31, 2025**.
 - b. This one-time, off-schedule payment will not increase a member's base compensation for the 2023-24 or 2024-25 school years.
3. For purposes of items 1 and 2 above, part-time staff is defined as an employee working in a position or positions that total less than 0.5 FTE.

2024-25 and 2025-26 Salary Schedules: The parties agree to adopt the **new Certificated Supervisors Salary Schedule (SJPEC), effective July 1, 2024 (See attachment: "2024-25 School Year") and July 1, 2025 (See attachment: "2025-26 School Year")**. This salary schedule shall replace the current salary schedule located in Appendix E.

- The new salary schedule shall reflect the following changes:
 - K-8 Principals will be placed at Range 21.
 - This change shall replace and eliminate the K-8 stipend listed in Article 12.1.
 - Program Specialist, Special Education will be placed at Range 18B.
 - Program Administrator, Special Education will be placed at Range 19C.
 - Principal, Adult Education will be placed at Range 21
 - The Summer School/Special and Additional Assignment Rate of Pay will be \$79.19/hr

2024-2025 School Year:

The parties agree to reopen Article 12 for bargaining when one or any combination of the following conditions are met:

- If the enacted California 2024-25 State Budget COLA is funded at a level less than 0.5%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential

impact on the multiyear financial health of the District and examine potential cost saving measures.

- If the enacted California 2024-25 State Budget COLA is funded at a level in excess of 1.5%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 1.5%, the District and Coalition agree to examine potential enhancements to the salary schedule for Year 1 or Year 2.

2025-26 School Year

- If the enacted California 2025-26 State Budget COLA is funded at a level less than 1.73%, and no augmentation is provided to offset the loss of revenue, both parties agree to revisit the potential impact on the multiyear financial health of the district and examine potential cost saving measures.
- If the enacted California 2025-26 State Budget COLA is funded at a level in excess of 3.73%, or there is an augmentation to the COLA resulting in an increase of revenues beyond the 3.73%, the District and Coalition agree to examine potential enhancements to the salary schedule for Year 2.

Article 1: Recognition

1.5 Term: This agreement concludes the Bargaining Cycle for the 2023-24 school year and reflects a two (2) year agreement (July 1, 2024-June 30, 2026).

1.6 Subsequent Negotiations and “Sunshine” Process: The parties agree to the following reopeners for the 2024-25 Bargaining Cycle:

- Article 7: Transfers
- Article 10: Safety
- Article 12: Salary (pending contingency language trigger)
- Article 13: Fringe Benefits
- Any outstanding Side Letters of Agreement (SLAs) or Memorandums of Understanding (MOUs) that were renewed during the 2023-24 Bargaining Cycle
- Any Article(s) mutually agreed upon by both parties

Timelines in Article 1.6 will resume in spring 2025 pending completion of the 2024-25 Bargaining Cycle in a timely manner. If extensions are needed, both parties agree to extend by up to two months, meaning June 1, 2025.

Article 6: Leaves of Absence

~~**6.1.7 Immediate Family:** “Immediate family” includes the employee’s spouse, and the employee’s or spouse’s children (natural, step, foster or adopted), parents, grandparents, grandchildren, siblings, or any relative living in the immediate household of the employee.~~

6.6 Bereavement Leave: An employee shall be granted bereavement leave as follows, for death of a member of the employee’s immediate family, as defined in section 6.1.7:

All members will receive 5 days of bereavement per incident. Members' leave may be extended 5 days by mutual agreement.

~~6.6.1 In the event the bereaved employee travels 300 or fewer miles one way, he/she will be granted up to three (3) days leave for purposes of attending the funeral or attending to the personal affairs of the deceased.~~

~~6.6.2 If the employee needs to travel more than 300 miles to attend the funeral or take care of personal affairs of the deceased, the employee may have up to five (5) days of bereavement leave.~~

Article 9: Work Year and Hours

9.6: In addition to the base staffing listed in 9.6 (b), the District agrees to fund the following additional minimum staffing:

- 1. K-8 Schools
 - a. Vice Principal:
 - i. 1.0 FTE per school designated as Title 1
 - ii. 1.0 FTE per school with “unduplicated pupil” concentrations (as defined by Education Code 42238.02) of 50%-59%.
 - iii. 0.5 FTE per school with “unduplicated pupil” concentrations (as defined by Education Code 42238.02) of 40%-50%.
 - 1. The parties agree to renegotiate the staffing formulas in Section 1(ii) and 1(iii) should the ongoing availability of Local Control Funding Formula (LCFF) “Concentration Grant” dollars in future years decrease, or if the District were to fall out of Concentration funding status.

9.7 (new) To address the impacts to working conditions on site administrators at secondary schools that serve the highest rates of unduplicated pupil concentrations, beginning July 2, 2024, the District agrees to create 4.0 FTE “Vice Principals on Special Assignment” using supplemental and/or concentration grant funding. The primary roles of these positions include but are not limited to:

- 1. supporting System of Professional Growth administrative caseloads at sites with the highest rates of new teachers
- 2. supporting after-hours and event supervision
 - a. The parties agree that the ability to maintain these positions is dependent upon the ongoing availability of Local Control Funding Formula (LCFF) “Concentration Grant” dollars. Any reductions in Concentration funding will reopen this article for renegotiation.
- 3. By September 6, 2024, the parties agree to complete a Memorandum of Understanding (MOU) that outlines the implementation of these new positions.
- 4. By September 6, 2024, the parties agree to complete new job descriptions and to advertise their vacancies to interested candidates.

9.8 (new): Psychologist caseloads: The parties agree to negotiate structural solutions that address Psychologist caseloads and working conditions during the 2024-25 school year, with the intent to reach agreement on recommendations by June 30, 2025.

- If the parties are unable to reach agreement by June 30, 2025, this article will reopen for negotiations.
- Using one-time District funds, all psychologists will receive a \$6,000 stipend in the 2024-25 school year only as the District and SJPEC collaborate to identify structural solutions that address psychologist caseloads and working conditions.

9.9 (new): Floating Mental Health Days: The District will allow SJPEC bargaining units members to choose up to the equivalent of three (3) days to be taken annually.

- i. SJPEC members may schedule half or full mental health days, not to exceed the equivalent of three (3) days total.
- ii. Mental health days cannot be carried over into subsequent school years, and unused days cannot be cashed out
- iii. Members will avoid scheduling mental health days adjacent to holidays or school breaks due to historic staff shortages during these times.
- iv. Members will not be expected to respond to non-emergency phone calls, text messages, or emails during a chosen mental health day.
 1. Site administrators shall be available by phone to respond to campus emergencies (e.g., health and safety incidents, campus threats, extreme staff shortages causing severe disruption to school operations, etc.)
 - a. If the emergency requires the site administrator's attention for more than half of their mental health day, the day may be made up at another time.
- v. For planning purposes only, K-12 and ECE site administrators must submit their chosen mental health days to their Assistant Superintendent (or direct supervisor) with a minimum of two weeks' notice and indicate their coverage designee while physically away from their site. SJPEC and the District will jointly develop a process for submitting chosen mental health days.
 1. SJPEC members who are not K-12 and ECE site administrators (program specialists, psychologists, etc.) shall coordinate mental health days with their direct supervisor, with a minimum of two weeks' notice.
- vi. A site's Principal and Vice Principals must coordinate mental health days to ensure appropriate emergency coverage while students are on campus.

9.10 (new): Remote Work: K-12 site administrators may choose to work remotely on non-student days with notification to their direct supervisor. If school campuses are open to the public on a non-student day, the K-12 site administrator shall ensure there is staff coverage on campus.

14 (new): Psychologist Leadership Team: The purpose of the Psychologist Leadership Team is to focus on continuous improvement among staff and to share decision-making in professional development and best practices in the field of school psychology and the delivery of special education services.

- The Psychologist Leadership Team will consist of up to 7 Psychologists in the SJPEC bargaining unit. The Director of Special Education, or designee, will also serve as a member.
- By September 6, 2024, the parties agree to complete a Memorandum of Understanding (MOU) that outlines the selection process, terms, and roles and responsibilities of Psychologist Leadership Team members.
- All SJPEC bargaining unit members who are selected to serve on the Psychologist Leadership Team will receive \$2,500 annual stipend.

Daniel Thigpen 5-21-24
 Daniel Thigpen Date
 Executive Director
 Labor Relations and Government Affairs
 San Juan Unified School District

Damon Smith 5-21-24
 Damon Smith Date
 President
 San Juan Professional Educators Coalition

DT BS

SAN JUAN UNIFIED SCHOOL DISTRICT
 Certificated Supervisors' Salary Schedule (SJPEC)
 2024-2025 School Year

SALARY RANGE	CLASS CODE	CLASSIFICATION	WORK YEAR	DAYS	2	3	4	5	6	CONTINUING EDUCATION
15 A	PRG SPC EL	Program Specialist, English Learner and Multicultural Education	3	245*	\$114,346	\$119,486	\$124,868	\$130,480	\$136,364	\$146,612
	PRG SPC-HE	Program Specialist, Health Services			\$466.72	\$487.70	\$509.67	\$532.57	\$556.59	\$598.42
	PRG SPC K-12	Program Specialist, K-12 Curriculum								
	PRG SPC MCE	Program Specialist, Multilingual/Cultural Education								
15 B	PRG PSC-VPA	Program Specialist, Visual and Performing Arts	32	213	\$108,249	\$113,111	\$118,207	\$123,521	\$129,090	\$138,795
					\$508.21	\$531.04	\$554.96	\$579.91	\$606.06	\$651.62
16 A	ECE- ADMINIS	Administrator, Early Childhood Education	3	245*	\$121,306	\$126,352	\$131,480	\$136,689	\$141,988	\$154,420
					\$495.13	\$515.72	\$536.65	\$557.91	\$579.54	\$630.29
16 B	PRG SPC-PPS	Program Specialist, Pupil Personnel Services	3	245*	\$117,205	\$122,472	\$127,987	\$133,746	\$139,775	\$150,280
					\$478.39	\$499.89	\$522.40	\$545.90	\$570.51	\$613.39
16 C	VP K-6	Vice Principal, Elementary	8	208	\$109,145	\$113,399	\$118,322	\$123,649	\$129,257	\$138,929
	ELEMSCH	Elementary Admin/Instructional Specialist			\$524.74	\$545.19	\$568.86	\$594.47	\$621.43	\$667.93
16 D	PSYCHOL	Psychologist	9	198	\$106,751	\$110,269	\$113,860	\$118,841	\$123,897	\$132,271
					\$539.15	\$556.91	\$575.05	\$600.21	\$625.74	\$668.04
17	VP 7-8	Vice Principal, Middle School	8	208	\$113,336	\$116,976	\$121,282	\$126,720	\$132,966	\$142,434
	MS ADMN	Middle School Admin/Instructional Specialist			\$544.88	\$562.38	\$583.09	\$609.23	\$639.26	\$684.78
	VP ADULT	Vice Principal, Adult Education								
18 A	AOSA	Administrator on Special Assignment	4	225	\$123,139	\$128,675	\$134,472	\$140,515	\$146,845	\$157,881
					\$547.28	\$571.89	\$597.65	\$624.51	\$652.64	\$701.69
18 B	VP 9-12	Vice Principal, High School	8	208	\$116,894	\$120,573	\$124,332	\$129,880	\$136,040	\$145,964
	PRG SPC-SE	Program Specialist, Special Education			\$561.99	\$579.68	\$597.75	\$624.42	\$654.04	\$701.75
	HS ADMIN	High School Admin/Instructional Specialist								
19 B	PRIN K-6	Principal, Elementary	8	208	\$121,129	\$124,188	\$127,407	\$133,264	\$139,145	\$149,591
					\$582.35	\$597.06	\$612.53	\$640.69	\$668.97	\$719.19
19 C	PRG ADM	Program Administrator, Special Education	3	245*	\$133,518	\$138,694	\$143,971	\$149,326	\$154,778	\$164,774
					\$544.97	\$566.10	\$587.64	\$609.49	\$631.75	\$672.55
21	PRIN 7-8	Principal, Middle School	8	208	\$127,706	\$130,861	\$134,754	\$138,725	\$146,754	\$157,198
	PRIN ADLT	Principal, Adult Education			\$613.97	\$629.14	\$647.86	\$666.95	\$705.55	\$755.76
	PRIN K-8	Principal, K-8 School								
	POSA	Principal on Special Assignment								
22	PRIN-ALTERN	Principal, Alternative Learning Center	4	225	\$135,917	\$142,033	\$149,133	\$155,844	\$162,858	\$175,098
					\$604.08	\$631.26	\$662.81	\$692.64	\$723.81	\$778.21
23	PRIN 9-12	Principal, High School	4	225	\$141,180	\$146,556	\$152,161	\$158,983	\$166,567	\$178,626
					\$627.47	\$651.36	\$676.27	\$706.59	\$740.30	\$793.89

* 245 days with vacation accrual

SUMMER SCHOOL/SPECIAL AND ADDITIONAL ASSIGNMENT RATE OF PAY

Summer School/Special and Additional Assignments shall be paid at a rate of \$79.19/hr

ANNIVERSARY/LONGEVITY INCREMENT

For credit toward any anniversary increment, a manager must have worked 75% of each school year.

- One percent (1%) of the base salary after 10 years of completed service in the San Juan Unified School District.
- Three percent (3%) of the 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 the 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 the base salary after 19 years of completed services in the San Juan Unified School District (the 9% includes the 10-year, 14 year and 17 year increments).

Board Approval Date: March 28, 2023

.75 Allocation per MOU dated January 27, 2023

Per Tentative Agreement dated May 16, 2024

Rev May 17, 2024

SAN JUAN UNIFIED SCHOOL DISTRICT
 Certificated Supervisors' Salary Schedule (SJPEC)
 2025-2026 School Year

SALARY RANGE	CLASS CODE	CLASSIFICATION	WORK YEAR	DAYS	2	3	4	5	6	CONTINUING EDUCATION
15 A	PRG SPC EL	Program Specialist, English Learner and Multicultural Education	3	245*	\$116,628	\$121,870	\$127,360	\$133,084	\$139,085	\$151,622
	PRG SPC-HE	Program Specialist, Health Services			\$476.03	\$497.43	\$519.84	\$543.20	\$567.69	\$618.87
	PRG SPC K-12	Program Specialist, K-12 Curriculum								
15 B	PRG SPC MCE	Program Specialist, Multilingual/Cultural Education	32	213	\$110,409	\$115,368	\$120,566	\$125,986	\$131,666	\$143,537
	PRG PSC-VPA	Program Specialist, Visual and Performing Arts			\$518.35	\$541.63	\$566.04	\$591.48	\$618.15	\$673.88
16 A	ECE- ADMINIS	Administrator, Early Childhood Education	3	245*	\$126,835	\$131,813	\$136,749	\$141,645	\$146,497	\$162,773
16 B	PRG SPC-PPS	Program Specialist, Pupil Personnel Services	3	245*	\$517.69	\$538.01	\$558.16	\$578.14	\$597.95	\$664.38
					\$487.95	\$509.87	\$532.83	\$556.81	\$581.91	\$634.38
16 C	VP K-6	Vice Principal, Elementary	8	208	\$111,922	\$115,796	\$120,685	\$126,121	\$131,866	\$143,676
16 D	ELEMSCH	Elementary Admin/Instructional Specialist	9	198	\$538.09	\$556.71	\$580.22	\$606.35	\$633.97	\$690.75
	PSYCHOL	Psychologist			\$111,615	\$114,357	\$117,064	\$122,073	\$127,045	\$136,806
17	VP 7-8	Vice Principal, Middle School	8	208	\$564.06	\$576.95	\$594.73	\$621.32	\$653.90	\$708.29
	MS ADMN	Middle School Admin/Instructional Specialist			\$117,324	\$120,006	\$123,704	\$129,235	\$136,011	\$147,324
	VP ADULT	Vice Principal, Adult Education								
18 A	AOSA	Administrator on Special Assignment	4	225	\$125,597	\$131,243	\$137,155	\$143,319	\$149,775	\$163,276
					\$558.21	\$583.30	\$609.58	\$636.97	\$665.67	\$725.67
18 B	VP 9-12	Vice Principal, High School	8	208	\$121,544	\$124,206	\$126,829	\$132,455	\$138,974	\$150,958
	PRG SPC-SE	Program Specialist, Special Education			\$584.35	\$597.14	\$609.75	\$636.80	\$668.14	\$725.76
	HS ADMIN	High School Admin/Instructional Specialist								
19 B	PRIN K-6	Principal, Elementary	8	208	\$126,924	\$128,398	\$129,941	\$136,013	\$141,922	\$154,694
19 C	PRG ADM	Program Administrator, Special Education	3	245*	\$610.21	\$617.30	\$624.72	\$653.91	\$682.32	\$743.72
					\$141,724	\$146,637	\$151,499	\$156,323	\$161,098	\$172,597
21	PRIN 7-8	Principal, Middle School	8	208	\$578.47	\$598.52	\$618.36	\$638.05	\$657.54	\$704.48
	PRIN ADLT	Principal, Adult Education			\$134,135	\$135,560	\$138,116	\$142,131	\$150,116	\$162,591
	PRIN K-8	Principal, K-8 School			\$644.88	\$651.73	\$664.02	\$683.32	\$721.71	\$781.69
	POSA	Principal on Special Assignment								
22	PRIN-ALTERN	Principal, Alternative Learning Center	4	225	\$138,629	\$144,867	\$152,109	\$158,954	\$166,107	\$181,081
					\$616.13	\$643.85	\$676.04	\$706.46	\$738.25	\$804.80
23	PRIN 9-12	Principal, High School	4	225	\$145,402	\$150,215	\$155,214	\$162,152	\$170,210	\$184,725
					\$646.23	\$667.62	\$689.84	\$720.68	\$756.49	\$821.00

* 245 days with vacation accrual

SUMMER SCHOOL/SPECIAL AND ADDITIONAL ASSIGNMENT RATE OF PAY
Summer School/Special and Additional Assignments shall be paid at a rate of \$79.19/hr
ANNIVERSARY/LONGEVITY INCREMENT
For credit toward any anniversary increment, a manager must have worked 75% of each school year.
1. One percent (1%) of the base salary after 10 years of completed service in the San Juan Unified School District.
2. Three percent (3%) of the base salary after 14 years of completed service in the San Juan Unified School District (the 3% includes the 10-year increment).
3. Five percent (5%) of the 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).
4. Nine percent (9%) of the base salary after 19 years of completed services in the San Juan Unified School District (the 9% includes the 10-year, 14 year and 17 year increments).

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