

Tentative Agreement Between
San Juan Unified School District (District)
and the
San Juan Supervisors Association (SJSA)
June 20, 2024

ARTICLE 5: SALARY

This agreement concludes bargaining for Article 5 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 **June 25, 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 Salary Schedule: All 2024-25 base salary schedules shall be increased by a total of 4.74%, effective July 1, 2024.

2025-26 Salary Schedule: All 2025-26 base salary schedules shall be increased by a total of 3.06%, effective July 1, 2025.

Contingency Language: 2024-2025 School Year:

The parties agree to reopen Article 5 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.

Contingency Language: 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.

Total Compensation Study: During the 2025-26 school year, the District agrees to conduct an analysis of the total compensation (salaries and benefits) of job classifications within the SJSA bargaining unit as compared to other school districts within the District's geographic region or with similar characteristics.

ARTICLE 2: CONTRACT PROVISIONS

2.4 Term:

2.4.1 This agreement concludes bargaining for the 2023-24 school year. This agreement reflects a two (2) year agreement (July 1, 2024-June 30, 2026).

2.4.2 The parties agree to the following reopeners for the subsequent bargaining cycle beginning in fall 2024:

- Article 6: Salary (pending contingency language trigger)
- Article 7: Fringe Benefits
- Article 11: Safety Conditions
- Article 14: Retirement
- 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 2.4.2 will resume in spring 2025.

ARTICLE 4: CONDITIONS OF EMPLOYMENT

4.7 Professional Growth: The District and SJSA agree to delete Article 4.7 (Professional Growth) from the Collective Bargaining Agreement in its entirety.

Additionally, the District and SJSA agree to nullify in its entirety the Memorandum of Understanding (MOU) titled "Implementation of Additional Investments Under 2022 Tentative Agreement" (signed April 21, 2023).

The District and SJSA agree that the purpose of eliminating both Article 4.7 and the April 21, 2023 MOU is to redirect the ongoing budget allocation outlined in these previous agreements (\$17,955) toward enhancements to longevity benefits (Article 6.4), effective July 1, 2024.

The District and SJSA agree that the redirection of this ongoing budget allocation results in an unused, one-time amount of \$17,955 in the 2023-24 fiscal year. The parties agree to negotiate the one-time use of these funds during the next bargaining cycle, scheduled to begin fall 2024. The parties agree their mutual intent is to reach agreement on the one-time use of these funds by Dec. 1, 2024.

ARTICLE 6: FRINGE BENEFITS

6.4 Longevity: Members of this unit shall be provided a longevity entitlement for time served in the District. Longevity to be calculated as a percentage of the base salary effective ~~July 1, 2006~~ **July 1, 2024:**

- After 10 (ten) years of service: 3.8%
- After 15 (fifteen) years of service: ~~4.8%~~ **5.0%**
- After 20 (twenty) years of service: ~~5.8%~~ **7.5%**
- After 25 (twenty-five) years of service: ~~6.8%~~ **10%**
- ~~After 30 (thirty) years of service: 7.8%~~

Longevity is to be paid in monthly fractions.

Members must be paid status on or before the fifteenth (15th) of the month for which they receive entitlement.

Members assigned less than four (4) hours per day will receive a pro-rated entitlement.

ARTICLE 7: LEAVES

7.4 Bereavement Leave: All members will receive 5 days of bereavement per incident per the guidelines established in Assembly Bill (AB) 1949.

~~Members shall be granted necessary leave of absence with pay, not to exceed three (3) days on the account of death of any member of his/her immediate family. Bereavement leave in excess of three (3) days, but not to exceed five (5) days shall be granted a member when travel beyond a 300-mile radius is necessary in connection with the bereavement.~~

~~*Footnote #1, bottom of page 18 of CBA: "Immediate Family" is defined as the following relatives of the member or the spouse of the member: Mother, father, grandmother, grandfather, brother, sister, son, son-in-law, daughter, daughter-in-law, foster parents, foster children, adopted~~



~~children and grandchildren, or a brother-in-law or sister-in-law of a member, aunt, uncle, step mother, step father, step brother, step sister, step children, or any relative living in the household of the member.~~

ARTICLE 9: HOLIDAYS

9.1: Holidays

The following paid holiday shall be added to the list of contractual holidays:

- Juneteenth (June 19)

	<u>6-21-24</u>		<u>6-21-24</u>
Daniel Thigpen	Date	Danika Fay	Date
Executive Director		President	
Labor Relations and Government Affairs		San Juan Supervisors Association	
San Juan Unified School District			