

Tentative Agreement
Between
San Juan Unified School District (District)
and the
Teamsters Local No. 150 (Teamsters)
June 17, 2024

Article 6: Salaries

This agreement concludes bargaining for Article 6 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 17, 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 4.84%, 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.

2024-2025 School Year:

The parties agree to reopen Article 6 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

1.2.1 Term: This agreement reflects a two (2) year agreement (July 1, 2024-June 30, 2026).

1.2.2 Subsequent Negotiations and “Sunshine” Process: The parties agree to the following reopeners for the subsequent bargaining cycle beginning in fall 2024:

- Article 3: Employer/Employee Rights
- Article 5: Hours and Overtime
- Article 6: Salary (pending contingency language trigger)
- Article 7: Fringe Benefits
- Article 9: Vacations
- Article 10: Leaves
- Article 14: Training
- Article 16: Layoffs
- 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

Additionally, in fall of 2024, the parties agree to bargain the impacts of the Transportation Department’s implementation of electric vehicles.

Timelines in Article 1.2.2 will resume in spring 2025.

Article 8: Holidays

8.1: Holidays

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

- Juneteenth (June 19)

Article 10: Leaves of Absence

10.1: Bereavement Leave

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

~~Members who are on paid status shall be granted a necessary leave of absence with pay, not to exceed three (3) days, on 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.~~


~~* "Immediate family" is defined as follows: The following relatives of the member, or the spouse of the member or domestic partner: mother, father, grandmother, grandfather, aunts, uncles, brother, sister, son, son-in-law, daughter, daughter-in-law, foster parents, foster children and grandchildren, a brother-in-law or sister-in-law of a member, any step-relative, or any relative living in the household of the member.~~

Memorandums of Understanding (MOUs):

1. The following MOUs will be renewed through December 31, 2024:
 - a. "Creation of a Van Driver Program" (signed April 21, 2023)
 - b. "Additional Support from Vendors to Provide Route Assistance" (signed June 11, 2021)

2. The following MOUs will be renewed through June 30, 2025:
 - a. "Additional Support from Vendors to Train School Bus Drivers" (signed June 11, 2021)
 - b. "Creation of a Delegated Behind-the-Wheel Training Program" (signed June 11, 2021)

 6-17-24
Date
Daniel Thigpen
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

 6/17/2024
Date
Alan Daurie
Business Representative
Teamsters Local No. 150