MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN SAN JUAN UNIFIED SCHOOL DISTRICT (District) AND CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, AND ITS SAN JUAN CHAPTER NO. 127 (CSEA) Re: Reclassification of single site custodians

This Memorandum of Understanding (MOU) is between the California School Employees Association and its San Juan Chapter No.127 ("CSEA") and San Juan Unified School District ("District") concerning the reclassification of members who are the single custodian at their assigned work site. The parties have met and agreed to the following:

Background:

In response to feedback from employees, CSEA and District team members met several times to evaluate the evolving job duties and functions of several members serving as the single daytime custodian or only custodian at their assigned work site. Based on a review of these responsibilities, the District and CSEA agreed to reclassify the members to the classification of Elementary Head Custodian.

Agreement:

The District and the CSEA, hereby agree to the following:

- 1. **Reclassification:** Pending Board of Education approval, District shall reclassify custodians assigned to the following worksites to the classification of Elementary Head Custodian, effective July 1, 2024:
 - a. General Davie, Jr. Primary Center (1500 Dom Way in Sacramento)
 - b. Kenneth Avenue (Special Education, ECE, and other District operations) (4825 Kenneth Ave. in Carmichael)
 - c. Orange Grove Adult Education (4640 Orange Grove Ave. in North Highlands)
 - d. PLI and Choices Charter School (formerly Billy Mitchell Elementary) (4435 Laurelwood Way in Sacramento)
 - e. San Juan Central (formerly Garfield Elementary) (3700 Garfield Ave. in Carmichael)
 - f. Adult Education (Encina High School, 1400 Bell Street)
- 2. **Timelines:** The recommended job reclassifications shall be taken to the Board of Education for approval no later than Nov. 19, 2024.
 - a. Members who are reclassified will see their new pay range reflected on their paycheck no later than Dec. 19, 2024.
 - b. Members eligible under Section 1 of this MOU, and who were employed by the District on or after July 1, 2024, will receive retroactive payment no later than Dec 19, 2024.
- 3. This MOU is non-precedential and may be revised by mutual agreement between the District and CSEA.

Daniel ThigpenDateExecutive DirectorLabor Relations and Government AffairsSan Juan Unified School District

10.15.24 Adata Clark-Gunn Date President

California School Employees Association

Kunt Benfield Date Labor Relations Representative

California School Employees Association