

**MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION,
AND ITS SAN JUAN CHAPTER No. 127 (CSEA)**

Re: Continued implementation of additional investments under 2022 MOU

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 assigned to K-8 school sites. The parties have met and agreed to the following:

Background:

In their September 20, 2022 Memorandum of Understanding ("Investments to Stabilize Classified Staffing and District Operations"), the District and CSEA agreed to the following:

1. ***Additional ongoing investments to address bargaining unit needs:*** *Effective beginning in the 2022-23 school year, the District shall budget approximately \$532,653 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 CSEA salary schedule.*
 - *The District and CSEA shall negotiate the usage of this budget appropriation with the intent to reach agreement by December 1, 2022.*

The parties agree that the above allocation is informally referred to as “.75 allocation” and will be referred to as such throughout the remainder of this document.

In the spring of 2023, CSEA and the District agreed to several ongoing investments totalling an estimated \$258,583 of CSEA's .75 allocation per the Sept. 20, 2022 MOU. The parties agreed to continue to meet and negotiate the usage of any remaining funds from this ongoing allocation (at the time estimated at \$274,070) for the purposes of addressing unit needs including but not limited to working conditions, staffing, and recruitment and retention.


Statement of Intent:

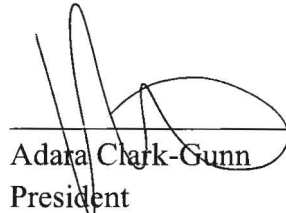
The District and CSEA mutually agree that retaining candidates in highly specialized and evolving job classifications remains an ongoing challenge for certain positions. The parties agree that adjusting compensation for such positions is an effective tool for retaining qualified employees and maintaining continuity of learning and services for students.

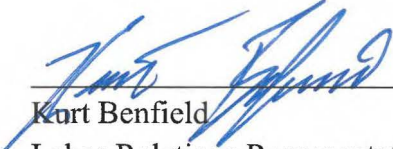
Agreement:

1. Effective July 1, 2023, the following CSEA job classifications will have their salaries adjusted as follows:
 - a. All Elementary Head Custodians assigned to K-8 school sites will be reclassified to Middle School Head Custodian.

- b. All Elementary Secretaries assigned to K-8 school sites will be reclassified to Middle School Secretary.
 - i. Only members assigned to the classification of Elementary Head Custodian or Elementary Secretary between July 1, 2023 and the signing date of this agreement, and who are still employed by San Juan Unified (in any classification) as of the signing date of this agreement, are eligible to receive retroactive payment.
- 2. The District and the CSEA 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).
- 3. This agreement represents an estimated \$131,300 of CSEA's .75 allocation.
 - a. The parties agree to continue to meet and negotiate the usage of any remaining funds from this ongoing allocation (currently estimated at \$142,770) for the purposes of addressing unit needs including but not limited to working conditions, staffing, and recruitment and retention.
 - i. These negotiations may include, but are not limited to, continued examination of job classifications that remain uncompetitive in the marketplace and result in high turnover or persistent vacancies.
- 4. This MOU is non-precedential and may be revised by mutual agreement between the District and CSEA.

 10-15-24
Daniel Thigpen Date
Executive Director
Labor Relations and Government Affairs
San Juan Unified School District

 10.15.24
Adara Clark-Gunn Date
President
California School Employees Association

 10/15/2024
Kurt Benfield Date
Labor Relations Representative
California School Employees Association