Memorandum of Understanding #2025-1-C

Between

The Patterson Joint Unified School District (herein, "District")

And

The California School Employees Association, Patterson #174 (herein, "CSEA")

This memorandum of understanding (MOU) is agreed between Patterson Unified School District and the California School Employees Association and its Patterson Chapter No. 174 (together "CSEA") regarding the removal of language that makes some compensation from Article 9 noncompliant for PERS purposes. Article 9 will be revised as follows:

9.1 PROFESSIONAL GROWTH OVERVIEW

9.1.1 The District's program for Professional Growth is designed to be a tool to assist a classified employee to improve his/her performance in his/her assignment or prepare for advancement; therefore, Professional Growth should be a part of an overall plan for career improvement. Employees may be eligible for two professional growth opportunities during the course of their employment.

~~9.1.2 An employee, who has been employed by the district for five (5) years, may apply for the Professional Growth program.~~

9.2 APPLICATION: Approval of all course work shall be obtained from the Superintendent, or his/her designee, before any unit member officially registers in a given course.

9.3 METHOD

9.3.1 The course work may be taken at a college, junior college, adult school, approved trade school,

T.V. course, approved correspondence school or any combination thereof. Workshops, online courses, institutes, lectures, and seminars are applicable.

9.3.2 Upon completion of the course work, an official transcript or other official verification of completion of the course or workshop shall be submitted to the Superintendent, or his/her designee, for approval.

9.3.3 Where grades or transcripts of credits are not provided, the employee will provide the Superintendent, or his/her designee, in writing, a detailed description of the course, and its value to the employee in his/her assignment, in order for the District to evaluate the program and judge request for credit.

9.3.4 All Professional Growth credits shall be recorded in semester units. College credit in terms of quarter units shall be converted into semester units at the ratio of one quarter unit to equal to two-thirds of one semester unit.

9.3.5 Credits will be granted for professional growth on courses of programs where

no grades are given based on the chart below. These professional growth opportunities include, but are not limited to, adult education, seminars, lectures, institutes, in-services, workshops, and certificate granting schools where no grades are given.

HOURS	SEMESTER UNITS
4 - 8	.25
9 - 14	.5
15 - 19	1.0
20 - 29	1.5
30 - 39	2.0
40 - 49	2.5
50+	3.0

9.3.6 A grade of "C" or better is required for all units.

9.3.7 Classes may be taken at the end of the workday, provided the employee's immediate supervisor approves a change of work schedule for the employee.

9.4 COMPENSATION

9.4.1 An employee who has completed the Professional Growth program shall have his/her salary increased by five (5%) percent per year in addition to increases that may occur in the normal course of events if the following conditions have been met.

~~i. Been on the last step for one year.~~

ii. Completed a total of nine (9) units of career related courses and/or academic courses with a minimum of three (3) units of academic coursework.

9.5 DROP/NOT MAKE: Should an approved class "drop" or "not make", the employee shall be given approval to change to another class without loss of units of hours toward Professional Growth.

9.6 Extra Pay for Certificates and Degrees:

9.6.1 Those employed with the district, ~~who work for 30 or more hours a week~~, that have or attain a certificate or degree higher than that required of their job classification with the district can apply for a stipend. To qualify for a stipend, an employee must complete an application for a stipend. This application must be approved by a 4-person committee consisting of 2 CSEA representatives and 2 district representatives with at least 3 votes in favor of approval. Applications will

be reviewed at monthly communication meetings. All qualifying factors to be met, include:

- The certificate was related to the employee's job duties.
- ~~The certificate would help qualify the employee for a promotion in their current job family.~~
- The degree was current and awarded by an accredited school or college.
- The certificate/degree was not a requirement of the employee's current job description.
- The certificate/degree required the employee to invest a significant amount of time to obtain without incurring cost to the district.

9.6.2 An employee who has been approved for a certificate will be compensated with a**n** annual stipend of $300 while the certificate is valid to be paid in monthly installments. Certificates requiring ongoing certification shall be compensated with a $500 stipend to be paid in monthly installments.

9.6.3 An Employee who has been approved for a stipend with an AA or AS Degree will be compensated with an annual stipend of an amount that is one-quarter (¼) of the Master's Degree Stipend, based upon PAT's Masters Stipend, **which is $3,177 for 2024-2025,** to be paid in monthly installments.

9.6.4 An employee who has been approved for a stipend **with** an Bachelor's Degree will be compensated with a annual stipend of one half (1/2) of the Master's Degree Stipend, based upon PAT's Masters Stipend, **which is $3,177 for 2024-2025,** to be paid in monthly installments; note that this stipend is not stacked with the AA or AS Degree stipend. Certified EMT's shall receive an annual stipend equal to the BA/BS Stipend while the certificate is valid, to be paid in monthly installments.

9.6.5 An employee who has been approved for a stipend with a Master's Degree will be compensated with an annual stipend equal to the PAT's Master Stipend, **which is $3,177 for 2024-2025,** to be paid in monthly installments; note that this stipend is not stacked with the AA/AS or BS Degree stipend.

The District and Association agree to the revised article, retroactive to 7/1/2021.

The Association and the District agree that this MOU does not set a precedent nor establish a "past practice" for any future incentives or compensation.

Date: 1/29/25

Signature: N Lane

Nancy Lane, Assistant Superintendent, Human Resources

Date: January 29, 2025

Signature: _____

Adrian Patterson, CSEA President

Date: 1/30/2025

Signature: _____

Adam Uplinger, CSEA LLR