

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND
SAN JUAN PROFESSIONAL EDUCATORS COALITION (Coalition)
Re: Investments to Address Psychologist Caseloads and Working Conditions

Statement of Intent:

At the conclusion of the 2023-24 bargaining cycle, the District and Coalition agreed to the following language in the collective bargaining agreement (CBA):

9.8: Psychologist caseloads: The parties agree to negotiate structural solutions that address Psychologist caseloads and working conditions during the 2024-25 school year, with the intent to reach agreement on recommendations by June 30, 2025.

This Memorandum of Understanding (MOU) represents the agreement reached in accordance with Article 9.8 of the CBA.

Agreement:

1. Addition of Psychologist staffing: Beginning July 1, 2025, the District agrees to increase permanent, ongoing Psychologist staffing. The parties agree that staffing increases will be phased in over three school years, and the final number of new positions added each year will be dependent upon the District's prior year enrollment (as reported in the district's final certified CALPADS "1.17 LCFF Unduplicated Pupil Count" report excluding Choices Charter enrollment), as outlined in Table 1 (below).

Table 1

Prior Year Enrollment	2025-26 staffing increase	2026-27 staffing increase	2027-28 staffing increase
Less than 38,501	4 FTE	Reopens this MOU	Reopens this MOU
38,501-39,000	4 FTE	0 FTE	0 FTE
39,001-39,500	4 FTE	2 FTE	1 FTE
39,501-40,000	4 FTE	3 FTE	1 FTE
40,001-40,500	4 FTE	4 FTE	2 FTE
More than 40,500	4 FTE	Reopens this MOU	Reopens this MOU

- a. If, in any of the above school years outlined in Table 1, the California enacted budget results in a reduction in revenues to the District, both parties agree to review the potential impact on the multiyear financial health of the District and negotiate potential cost saving measures.

2. Additional compensation: To acknowledge the gradual implementation of new staffing, all Psychologists will be paid the following one-time stipends:

- a. \$4,000 (no later than January 30, 2026)
- b. \$2,000 (no later than January 30, 2027)
 - i. Psychologists will not be eligible for the above stipends after the 2026-27 school year.
- c. If, by October 31, 2025, the District is unable to hire and place candidates for all four added positions, the stipends outlined in Section 2(a) of this agreement will be replaced by a higher stipend, according to the terms of Table 2 (below):

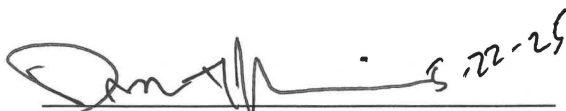
Actual FTE hired by Oct. 31, 2025	New stipend amount (paid no later Jan. 30, 2026)
3 FTE	\$4,500
2 FTE	\$5,000
1 FTE	\$5,500
0 FTE	\$6,000


3. Equitable allocation of Psychologist staffing: No less than once annually, the Psychologist Leadership Team shall make initial advisements to the Special Education Department on Psychologist assignments to promote the equitable distribution of staffing across the district and balancing of caseloads to the extent practicable.

Term of Agreement:

This MOU is effective upon the date of signing. This agreement may be revised upon mutual agreement between the District and Coalition.

All provisions of the collective bargaining agreement, including the grievance process, remain in force unless otherwise stipulated in this MOU.


 Daniel Thigpen Date
 Acting Chief of Human Resources
 San Juan Unified School District

 5/22/25
 Melanie Allen Date
 President
 San Juan Professional Educators Coalition