

**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: Final 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 remaining usage of a previously negotiated “.75 allocation”. 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.

Since negotiating the language, above, CSEA and the District have met and agreed to several .75 allocation investments. By October of 2024, the parties agreed that approximately \$142,770 remained in ongoing funding under the .75 allocation.

This agreement represents the final investment of all remaining .75 allocation funding.

Statement of Intent:

The District and CSEA mutually agree that creating incentives for permanent staff to coach student athletics helps build and strengthen positive relationships with youth, and supports the creation of positive, engaging learning environments for students.

The District currently creates and maintains a published schedule of all base coaching stipends for high school and middle school athletic activities. This agreement will create an additional incentive for permanent CSEA members who serve in athletic coaching roles.

Agreement:

1. Effective July 1, 2023, all permanent classified employees serving in coaching roles who are CSEA bargaining unit members shall receive an additional annual **bonus** at the following rate:

