

**ENTERPRISE ELEMENTARY SCHOOL DISTRICT AND
THE CALIFORNIA SCHOOL EMPLOYEES' ASSOCIATION AND
IT'S ENTERPRISE CHAPTER No.384
MEMORANDUM OF UNDERSTANDING (MOU)
October 15, 2025**

The Enterprise Elementary School District (District) and the California School Employees' Association and its Enterprise Chapter No. 384 (together CSEA), having met and negotiated, offer the following MOU:

PACE Stipend: CSEA unit members will be eligible for a \$2,000 stipend to be paid in June if they acquire or maintain the District selected crisis response training certification (i.e. ProAct) and are assigned to PACE Academy.

Wellness Coach Certificate Stipend: CSEA unit members will be eligible for a \$1,000 stipend to be paid in June if they acquire/maintain the Wellness coach Certificate, are approved to track time spent with students, and track time monthly for potential reimbursement.

Preschool Full Inclusion Stipend: Any Preschool teacher working in an assignment with an identified full-inclusion preschool class for 65% or more of the school year shall receive a stipend of \$1,000 in their June paycheck.

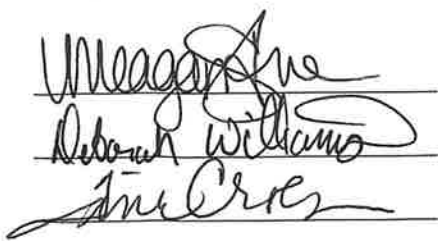
Signing Bonus for Bus Driver New Hires: The District will offer a \$2,000 signing bonus to all newly hired Bus Driver unit members. The newly hired unit members will be paid \$1,000, in their first paycheck. The remaining \$1,000 will be paid in their 6th month of employment, if the unit member is still in active paid status in a Bus Driver position and has not submitted a resignation at the time of payroll submission. New hire is defined as someone not currently employed in a permanent position and that has not previously received a signing bonus.

Extra Time: The District shall have the ability to time card extra time at the discretion and approval of the site or program administrator. This extra time shall not create a new position and/or become permanent time for the unit member that has accepted the extra time. The District will offer the extra time to unit members in detail in Article 7.7.

The MOU is for the 2025/26, 2026/27, & 2027/28 school year. The MOU will automatically expire June 30, 2028. Unit members are considered eligible for the stipends if they are in active paid status and have not submitted a resignation at the time of June payroll submission. It will not set a precedent, nor shall it be construed to establish a past practice. Any continuance of this agreement would require a new agreement.

Recommended for approval by:

Enterprise Elementary School District



California School Employees Association

