MEMORANDUM OF UNDERSTANDING

BETWEEN
AFSCME, LOCAL 829 AND
SEQUOIA UNION HIGH SCHOOL DISTRICT
September 10, 2024

The following is a Side Letter of Agreement (Agreement) between Sequoia Union High School District ("District") and the American Federation of State, County, and Municipal Employees, Local 829 ("AFSCME") to further clarify the provisions of Article 13.10.8 in the 2024-2025 Tentative Agreement between the District and AFSCME.

RECITALS

WHEREAS, AFSCME and the District signed a tentative agreement on May 29, 2024 to include Section 13.10.8 and related subsections of Article 13 titled, Classified Stipends for Higher Education;

WHEREAS, AFSCME and the District recognize that clarification was required to faithfully implement the tenets of Article 13, Section 13.10.8 and related subsections;

THEREFORE, it is agreed by and between the parties as follows:

AGREEMENT

13.10.8.1 Employees who have earned a Bachelor's or a Master's degree beyond the education requirements of their specific job description are eligible for an annual stipend.

13.10.8.1.1 To receive the stipend, employees must:

> Complete the Classified Higher Education Stipend Request form. Provide a copy of the transcript/s from an accredited institution (unofficial transcripts will be accepted).

13.10.8.2 Higher Education Stipend Rates:

> The annual stipend rates shall be as follows: One Thousand Six Hundred and Forty Nine Dollars ($1,649).

13.10.8.2.1 Employees with a Bachelor's degree only shall be eligible to receive 50% of the Master's stipend rate, which equals Eight Hundred and Twenty-Four Dollars and Fifty Cents ($824.50).

13.10.8.2.2 Employees may only receive one Higher Education Stipend, which will be based on the highest degree obtained.

13.10.8.3 Higher Education Stipend Payment Timeline

13.10.8.3.1 Stipends will be paid on a monthly basis.

13.10.8.3.2 Employees who receive a degree or are hired after the school year has begun shall receive a prorated stipend for the first year.

13.10.8.3.3 The Higher Education Stipend shall commence the first of the month following the filing of proper transcripts and evidence of degree, provided these are filed prior to January 16 and show that the work was completed prior to September 1 of the previous year.

13.10.8.3.4 Transcripts shall be submitted once for employees to receive the annual stipend for each year of service from the time the request is approved.

For AFSCME

Christopher Schoephoerster (Sep 11, 2024 06:49 PDT) Sep 11, 2024

Christopher Schoephoerster Date

ABDUL JOHNSON (Sep 18, 2024 19:36 PDT) Sep 18, 2024

Abdul Johnson Date

For Sequoia Union High School District

Crystal Leach (Sep 19, 2024 05:56 PDT) Sep 19, 2024

Crystal Leach Date

Todd Beal (Sep 19, 2024 08:00 PDT) Sep 19, 2024

Todd Beal Date

Side Letter of Agreement SUHSD and AFSCME

Final Audit Report 2024-09-19

Created:	2024-09-10
By:	April Hoch (ahoch@seq.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAYgr5OwJpdRRXAwiJKEtgY_PCjda0oRyf

"Side Letter of Agreement SUHSD and AFSCME" History

Document created by April Hoch (ahoch@seq.org)
2024-09-10 - 11:30:23 PM GMT- IP address: 205.132.248.2

Document emailed to Christopher Schoephoerster (cschoephoerster@seq.org) for signature
2024-09-10 - 11:33:43 PM GMT

Email viewed by Christopher Schoephoerster (cschoephoerster@seq.org)
2024-09-11 - 1:42:43 PM GMT- IP address: 66.249.84.75

Document e-signed by Christopher Schoephoerster (cschoephoerster@seq.org)
Signature Date: 2024-09-11 - 1:49:11 PM GMT - Time Source: server- IP address: 205.132.248.2

Document emailed to ABDUL JOHNSON (abdul.johnson@ca.afscme57.org) for signature
2024-09-11 - 1:49:14 PM GMT

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2024-09-19 - 2:33:41 AM GMT- IP address: 206.251.73.31

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Signature Date: 2024-09-19 - 2:36:09 AM GMT - Time Source: server- IP address: 206.251.73.31

Document emailed to Crystal Leach (cleach@seq.org) for signature
2024-09-19 - 2:36:12 AM GMT

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2024-09-19 - 2:36:14 AM GMT- IP address: 66.249.89.226

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Signature Date: 2024-09-19 - 12:56:58 PM GMT - Time Source: server- IP address: 24.5.84.8

Document emailed to Todd Beal (tbeal@seq.org) for signature

2024-09-19 - 12:57:01 PM GMT

Email viewed by Todd Beal (tbeal@seq.org)

2024-09-19 - 2:59:48 PM GMT- IP address: 66.249.84.67

Document e-signed by Todd Beal (tbeal@seq.org)

Signature Date: 2024-09-19 - 3:00:06 PM GMT - Time Source: server- IP address: 205.132.248.4

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2024-09-19 - 3:00:06 PM GMT

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