

MEMORANDUM OF UNDERSTANDING (MOU)
BETWEEN
SAN JUAN UNIFIED SCHOOL DISTRICT (District)
AND
SAN JUAN TEACHERS ASSOCIATION (Association)
Re: Creation of a new ECE Column II on the salary schedule
beginning in the 2026-27 school year

Background:

The San Juan Unified School District (District) and the San Juan Teachers Association (Association) rewrote the ECE salary schedule during the 2024 salary negotiations. The impact on the practitioners in Column II, some of the lowest-paid practitioners in the Association's bargaining unit, was that they received minimal or no salary increase. It was not the intention of either bargaining team at the time of the negotiations to not have a benefit for the individuals in this column.

Statement of Intent:

The intent of this MOU is two-fold:

- a. To correct the issue of the salary ahead of the 2026-27 school year to ensure that the District can adequately recruit and retain employees
- b. To acknowledge the benefit to the District derived from employees obtaining their "Site Supervisory Permit"

Agreement:

The Association and the District mutually agree to the following terms:

1. Effective July 1, 2026, the ECE salary schedule currently identified as Exhibit F-1 on page 162 of the collective bargaining agreement shall be replaced with the salary schedule attached to this MOU.
 - a. Potential salary schedule formatting revisions may be required by retirement agencies CalSTRS and CalPERS, but the pay rates will not be affected
2. The revised salary schedule shall retain Columns III, IV, V, and VI without change. Columns I and II shall be structured as follows:
 - a. Column I shall contain the salary rates currently identified as Column II on the existing ECE salary schedule; and
 - b. Column II, titled "AA with Site Supervisor Permit," shall contain the newly negotiated salary rates reflected in the attached schedule.

3. ECE teachers employed as of the effective date of this agreement, and who hold a valid Site Supervisor Permit as of the effective date of this agreement, and who would otherwise be placed in Column I, shall be placed on the corresponding step of the new Column II.
 - a. Retroactive payment: ECE teachers placed on the new Column II as outlined in this agreement will receive retroactive payment, if applicable, no later than November 30, 2026.
 - b. Employees currently placed in Columns III, IV, V, or VI shall not be moved to Column II as a result of holding a Site Supervisor Permit and shall retain their existing column and step placement, subject to the regular salary-placement and advancement provisions of the collective bargaining agreement.
4. ECE teachers currently placed in Column II who do not hold a valid Site Supervisor Permit as of the date of this agreement shall be placed at the corresponding step in the new Column I.
 - a. Because the salary rates in the new Column I are the same as the rates previously provided under Column II, this change in column designation shall not result in a reduction in salary or a change in the employee's step placement, salary-step anniversary date, or eligibility for future step advancement.
5. Employee placement in Columns III, IV, V, and VI shall not be affected by this MOU.
6. In no event shall implementation of the revised ECE salary schedule result in a reduction to an affected employee's base salary.

This MOU will sunset on June 30, 2028 and/or, with mutual agreement, be incorporated into the collective bargaining agreement.

 8-18-26

Daniel Thigpen
Executive Director
Labor and Government Relations
San Juan Unified School District

 08/18/2026

Dr. Edward Burgess IX
Associate Executive Director
San Juan Teachers Association

ECE Practitioners Working a 183 Day Calendar

183 Days	I	II	III	IV	V	VI
Years of service		AA or 12-61 Units	BA	BA with site Supervisor Permit	BA+30 or BA+MA	CE
1		\$ 35,000.00	\$ 44,000.00	\$ 52,000.00	\$ 57,000.00	\$ 60,000.00
2		\$ 35,500.00	\$ 45,000.00	\$ 54,000.00	\$ 59,000.00	\$ 62,000.00
3		\$ 36,000.00	\$ 46,000.00	\$ 55,000.00	\$ 61,000.00	\$ 63,000.00
4		\$ 36,500.00	\$ 47,000.00	\$ 57,000.00	\$ 63,500.00	\$ 65,000.00
5		\$ 37,000.00	\$ 50,000.00	\$ 60,000.00	\$ 65,500.00	\$ 67,000.00
6		\$ 37,000.00	\$ 50,000.00	\$ 61,000.00	\$ 67,500.00	\$ 69,000.00
7		\$ 37,000.00	\$ 50,000.00	\$ 62,000.00	\$ 69,500.00	\$ 72,000.00
8		\$ 37,000.00	\$ 50,000.00	\$ 63,000.00	\$ 71,000.00	\$ 73,000.00
9		\$ 37,000.00	\$ 50,000.00	\$ 64,000.00	\$ 71,500.00	\$ 73,500.00
10		\$ 37,000.00	\$ 50,000.00	\$ 65,000.00	\$ 72,000.00	\$ 74,000.00
11		\$ 37,000.00	\$ 50,000.00	\$ 66,000.00	\$ 72,500.00	\$ 74,500.00
12		\$ 37,000.00	\$ 50,000.00	\$ 67,000.00	\$ 73,000.00	\$ 75,000.00
13		\$ 37,000.00	\$ 50,000.00	\$ 68,000.00	\$ 73,500.00	\$ 75,500.00
14		\$ 37,000.00	\$ 50,000.00	\$ 69,000.00	\$ 74,000.00	\$ 76,000.00
15		\$ 38,000.00	\$ 51,000.00	\$ 70,000.00	\$ 74,500.00	\$ 76,500.00
16		\$ 38,000.00	\$ 52,000.00	\$ 71,000.00	\$ 75,000.00	\$ 77,000.00
17		\$ 38,000.00	\$ 53,000.00	\$ 72,000.00	\$ 75,500.00	\$ 77,500.00
18		\$ 40,000.00	\$ 54,000.00	\$ 73,000.00	\$ 76,000.00	\$ 78,000.00
19		\$ 40,000.00	\$ 55,000.00	\$ 74,000.00	\$ 77,000.00	\$ 79,000.00
20		\$ 43,000.00	\$ 57,000.00	\$ 75,000.00	\$ 80,000.00	\$ 83,000.00

Board Approval Date: May 14, 2024

ECE Practitioners Working a 183 Day Calander - Annual Salary Proposed 2026-27						
183 Days	I	II	III	IV	V	VI
Years of service	AA or 12-61 Units	AA with Site Supervisor Permit	BA	BA with site Supervisor Permit	BA+30 or BA+MA	CE
1	\$ 35,000.00	\$ 38,064.00	\$ 44,000.00	\$ 52,000.00	\$ 57,000.00	\$ 60,000.00
2	\$ 35,500.00	\$ 38,796.00	\$ 45,000.00	\$ 54,000.00	\$ 59,000.00	\$ 62,000.00
3	\$ 36,000.00	\$ 39,528.00	\$ 46,000.00	\$ 55,000.00	\$ 61,000.00	\$ 63,000.00
4	\$ 36,500.00	\$ 40,260.00	\$ 47,000.00	\$ 57,000.00	\$ 63,500.00	\$ 65,000.00
5	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 60,000.00	\$ 65,500.00	\$ 67,000.00
6	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 61,000.00	\$ 67,500.00	\$ 69,000.00
7	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 62,000.00	\$ 69,500.00	\$ 72,000.00
8	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 63,000.00	\$ 71,000.00	\$ 73,000.00
9	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 64,000.00	\$ 71,500.00	\$ 73,500.00
10	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 65,000.00	\$ 72,000.00	\$ 74,000.00
11	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 66,000.00	\$ 72,500.00	\$ 74,500.00
12	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 67,000.00	\$ 73,000.00	\$ 75,000.00
13	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 68,000.00	\$ 73,500.00	\$ 75,500.00
14	\$ 37,500.00	\$ 40,992.00	\$ 50,000.00	\$ 69,000.00	\$ 74,000.00	\$ 76,000.00
15	\$ 38,000.00	\$ 38,000.00	\$ 51,000.00	\$ 70,000.00	\$ 74,500.00	\$ 76,500.00
16	\$ 38,000.00	\$ 38,000.00	\$ 52,000.00	\$ 71,000.00	\$ 75,000.00	\$ 77,000.00
17	\$ 38,000.00	\$ 38,000.00	\$ 53,000.00	\$ 72,000.00	\$ 75,500.00	\$ 77,500.00
18	\$ 40,000.00	\$ 45,384.00	\$ 54,000.00	\$ 73,000.00	\$ 76,000.00	\$ 78,000.00
19	\$ 40,000.00	\$ 45,384.00	\$ 55,000.00	\$ 74,000.00	\$ 77,000.00	\$ 79,000.00
20	\$ 43,000.00	\$ 51,240.00	\$ 57,000.00	\$ 75,000.00	\$ 80,000.00	\$ 83,000.00