

**Lake Elsinore Unified School District and the
California School Employees Association and its
Lake Elsinore Chapter #598**

Memorandum of Understanding
Suspension of Article 7.16 for Bus Driver Recruitment
February 18th 2026

This Memorandum of Understanding ("MOU") is entered by and between the Lake Elsinore Unified School District ("District") and the California School Employees Association and its Lake Elsinore Chapter 598 ("Association") (collectively, the "Parties").

Recitals:

1. Due to retirements, resignations, and difficulty recruiting and retaining Bus Drivers, the District is experiencing a shortage in said classification.
2. Collective Bargaining Agreement language prohibits the placement of any new hire above Step 3 of the Classified Salary Schedule.

The Parties agree as follows:

1. Provisions of Article 7.16 Step Placement shall be waived for the classification of Bus Driver.
2. A newly hired Bus Driver shall be placed on the salary schedule according to the number of years of previous verifiable experience as a Bus Driver, up to the maximum step of the Bus Driver Range on the Classified Salary Schedule.
3. Bus Drivers employed with the District prior to the effective date of this MOU, shall be eligible for an adjustment to their initial step placement and/or a one time salary true up.
 - a. Employees are eligible for step placement adjustments from the original time of hire.
 - b. Salary true up applies to the last three years of pay at a lower step, for bargaining unit members currently in the Bus Driver classification.
 - c. It is incumbent on the employee to initiate the review and provide verifiable experience documentation for a step placement adjustment and/or salary true up.
4. This agreement will become permanent language unless either party initiates negotiations to revise prior to December 31st, 2026.
5. The parties reserve the right to propose similar language on behalf of other bargaining unit classifications.

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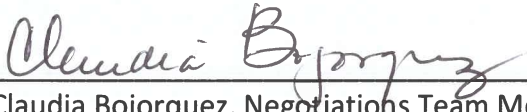
This MOU shall be subject to each parties' approval process and the grievance procedure in the Collective Bargaining Agreement.

Dated this 18th Day of February, 2026

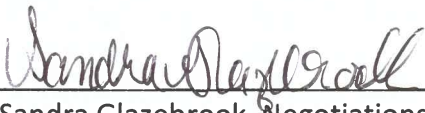
Association:



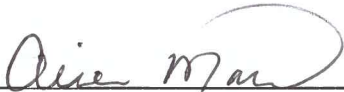
Debra Vega, Negotiations Team Chairperson



Claudia Bojorquez, Negotiations Team Member



Sandra Glazebrook, Negotiations Team Member



Alice Marion, Negotiations Team Member



Alex Sotelo, Negotiations Team Member



Orlando Cabalo, Labor Relations Representative

District:



Julie Edmunds, Assistant Superintendent



Nick Powers, Director III



Patrick McGee, Director II



Myron Gray, Director II



Wendy Humes, Coordinator I



Tricia Thompson, Assistant Superintendent