MEMORANDUM OF UNDERSTANDING
BETWEEN
SUNNYVALE SCHOOL DISTRICT
AND
SUNNYVALE CERTIFICATED AND CLASSIFIED ASSOCIATION
FOR MANAGEMENT PERSONNEL (SCCAMP)

COMPENSATION

Having met and conferred, the Sunnyvale School District ("District") and the Sunnyvale Certificated and Classified Association for Management Personnel ("SCCAMP") agree to replace the currently existing language of Article 2.1.1, of their memorandum of understanding ("MOU") with the following language, subject to approval by the District's Governing Board:

2.1.1 The salary schedules for Certificated/Classified Management and Confidential employees shall be as set forth annually in Exhibits B through M attached hereto.

2025-2026 Compensation: The 2024-2025 salary schedules referenced in section 2.1.1 above shall be increased by three percent (3%), effective July 1, 2025.

If the official Assessed Value Growth percentage rate ("AVG%") released by the Santa Clara County Assessor's Office, specifically applicable to the Sunnyvale School District for the relevant tax year exceeds 3.5% but is less than 5%, then the 3% salary schedule increase shall be increased to 4%. If the AVG% is greater than 5%, then the 3% salary schedule increase shall be increased to 5%. The adjusted increase, if any, shall be effective July 1, 2025. [Negotiated 2025]

2026-2027 Compensation: The 2025-2026 salary schedules referenced in section 2.1.1 above shall be increased by two percent (2%), effective July 1, 2026.

If the official Assessed Value Growth percentage rate ("AVG%") released by the Santa Clara County Assessor's Office, specifically applicable to the Sunnyvale School District for the relevant tax year exceeds 3.5% but is less than 5%, then the 2% salary schedule increase shall be increased to 3%. If the AVG% is greater than 5%, then the 2% salary schedule increase shall be increased to 4%. The adjusted increase, if any, shall be effective July 1, 2026. [Negotiated 2025]

2027-2028 Compensation: The 2026-2027 salary schedules referenced in section 2.1.1 above shall be increased by two percent (2%), effective July 1, 2027.

If the official Assessed Value Growth percentage rate ("AVG%") released by the Santa Clara County Assessor's Office, specifically applicable to the Sunnyvale School District for the relevant tax year exceeds 4% but is less than 5%, then the 2% salary schedule increase shall be increased to 3%. If the AVG% is greater than 5%, then the 2% salary schedule increase shall be

increased to 4%. The adjusted increase, if any, shall be effective July 1, 2027. [Negotiated 2025]

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By signing below, the District and SCCAMP warrant that the person(s) signing below are authorized to execute this MOU on behalf of their respective principals.

Dated this 6th day of June, 2025.

SUNNYVALE SCHOOL DISTICT

Michael Gallagher, Ed.D.
Superintendent

Jeremy Nishihara
Assistant Superintendent of Human Resources and Information Systems

SCCAMP

Rachelle Romander
SCCAMP Chair

Renee Wedell
SCCAMP Representative

Jesus Romero
SCCAMP Representative

MEMORANDUM OF UNDERSTANDING
BETWEEN
SUNNYVALE SCHOOL DISTRICT
AND
SUNNYVALE CERTIFICATED AND CLASSIFIED ASSOCIATION
FOR MANAGEMENT PERSONNEL (SCCAMP)

REPRODUCTIVE LOSS LEAVE
ONE-YEAR PILOT

Having met and conferred, the Sunnyvale School District ("District") and the Sunnyvale Certificated and Classified Association for Management Personnel ("SCCAMP") acknowledge the following:

Government Code section 12945.6 addresses reproductive loss leave rights, requirements and limitations. This newer law has been in effect since January 1, 2024, and both the District and SCCAMP are committed to complying with all applicable requirements.

In part, the law requires covered employers, like the District, to grant eligible employees up to five (5) days of reproductive loss leave (unpaid) following a reproductive loss event. A reproductive loss event means the day or, for a multiple-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth, or an unsuccessful assisted reproduction. For purposes of this MOU, an "eligible employee" means a person employed by the District for at least 30 days prior to the commencement of the leave.

The purpose of this MOU is to test and pilot an additional benefit for eligible employees that is more generous than what the current law provides. In short, the first five (5) days of reproductive loss leave shall be paid leave. This added benefit for eligible employees shall be in effect for leaves commencing and ending during the 2025-2026 school year, specifically July 1, 2025, through June 30, 2026. After June 30, 2026, this added benefit shall expire unless otherwise agreed by and between the parties in writing prior to June 1, 2026.

Lastly, the law provides that if an employee experiences more than one reproductive loss event within a 12-month period, the District is not obligated to grant a total amount of reproductive loss leave time in excess of 20 days within a 12-month period. In such cases, any leave granted beyond the five (5) days mentioned above shall also be paid.

Employees shall consult with Human Resources to learn more about appropriately requesting and then reporting the leave date(s) on Frontline.

[CONTINUED ON FOLLOWING PAGE]

The parties agree that this MOU is non-precedent setting and expires July 1, 2026.

By signing below, the District and SCCAMP warrant that the person(s) signing below are authorized to execute this MOU on behalf of their respective principals.

Dated this ___ day of June, 2025.

SUNNYVALE SCHOOL DISTICT

Michael Gallagher, Ed.D.
Superintendent

Jeremy Nishihara
Assistant Superintendent of Human Resources and Information Systems

SCCAMP

Rachelle Romander
SCCAMP Chair

Renee Wedell
SCCAMP Representative

Jesus Romero
SCCAMP Representative