



# AB 1200 Disclosure: Approval of MOU between SCUSD and Service Employees International Union

Board Meeting  
May 4, 2023  
Agenda Item No. 9.1

# **AB 1200 Disclosure:** Approval of MOU between SCUSD and Service Employees International Union

## SCUSD CORE VALUE

We recognize that our system is inequitable by design and we vigilantly work to confront and interrupt inequities that exist to level the playing field and provide opportunities for everyone to learn, grow and reach their greatness.

## SCUSD GUIDING PRINCIPLE

All students are given an equal opportunity to graduate with the greatest number of postsecondary choices from the widest array of options

# Acronyms

**MOU – Memorandum of Understanding**

# Agenda

- **Key Provisions of MOU**
- **Financial Considerations**
- **Q & A**

# Key Provisions of MOU

- Fully executed on April 17, 2023
- Retroactive effective date of December 1, 2022
- Salary schedule increases for the below positions:
  - Bus Driver
  - Delegated Behind the Wheel Trainer
  - School Bus Driver Instructor
- Current employee step placement as follows:
  - 15 or more years of experience: Step 3
  - Less than 15 years of experience: Step 2
- New Hires: Step 1 with maximum of step 3 based on experience
- Hourly Compensation
  - District employees with a valid School Bus Certificate who volunteer to drive a school bus compensated hourly by provisions of this MOU

# Financial Considerations

- Estimated salary and benefit costs of \$4.3M across three years
- Ongoing cost to be funded with unrestricted general funds

**Q & A**