

Board Counter Proposal

MEMORANDUM OF UNDERSTANDING

Targeted SRP Referendum Implementation

July 10, 2023

This targeted addition is to the SRP Referendum Implementation MOU both dated and signed by the District and Union on May 24, 2023, whereby the parties agreed to begin processing referendum salary supplements (RSS) in anticipation of ratification. All General Provisions of the original MOU are incorporated into this MOU.

As time has passed since the signing of the SRP Referendum Implementation MOU, more accurate tax information has been made available to the District, creating the availability of a small amount of additional referendum funds. Both the District and Union have agreed to apply these funds to specific critical shortage areas within the Transportation and Maintenance departments.

Targeted areas:

1. Transportation

\$516,167 for an additional RSS of \$1.00 per hour for bus drivers.

\$221,214 for an additional RSS of \$2.00 per hour for relief bus drivers.

\$737,381 total in additional RSS for targeted Transportation employees.

2. Maintenance

\$362,845 in additional RSS to increase the minimum rate of pay for all Maintenance Technicians, P.E. Field Technicians and Vehicle Technicians in the Maintenance Department to at least \$20.17 per hour and to ensure that existing employees in these positions receive this new minimum plus 1% for every year of District service or their current hourly rate, whichever is higher.

\$171,211 in additional RSS to increase the minimum rate of pay for all AC Specialists, AC Chiller Mechanics and HVAC System Control Technicians in the Maintenance Department to at least \$20.68 per hour and to ensure that existing employees in these positions receive this new minimum plus 1% for every year of District service or their current hourly rate, whichever is higher.

\$534,056 total in additional RSS for targeted Maintenance employees.

\$1,271,437 in additional RSS to targeted critical areas in Transportation and Maintenance.

The amounts shown are inclusive of all employer withholdings, to include FRS Regular Class, Social Security, Medicare, Workers Compensation and Unemployment Compensation.

In anticipation of employee ratification of the full 2023/2024 collective bargaining agreement, the Board and Union agree to submit this memorandum for Board approval and processing as soon as possible.

End of Memorandum

For the Board

Date

For the Union

Date