

**MEMORANDUM OF UNDERSTANDING
BETWEEN
JURUPA UNIFIED SCHOOL DISTRICT AND CALIFORNIA SCHOOL EMPLOYEES
ASSOCIATION AND ITS JURUPA CHAPTER 392**

February 11, 2025

The Jurupa Unified School District ("District") and California School Employees Association and its Jurupa Chapter 392 ("CSEA") (collectively the "Parties") enter into this Memorandum of Understanding to memorialize the salary schedule increase for the 2024-2025 school year, and clarify calculation of the Longevity Increment pursuant to Article 13, section 7, and calculation of the Uniform Allowance, pursuant to Article 16, section 5.E.

The Memorandum of Understanding between the District and CSEA, dated October 16, 2024, provided for an ongoing 1.0% increase to the Classified Salary Schedule for the 2024-2025 school year, effective January 1, 2025; a one-time 1% off-schedule payment based on the current 2024-2025 salary schedule, which would include longevity and shift differential, if applicable, for all unit members in paid status as of October 16, 2024; and an increase to the Health and Welfare cap of \$232. The MOU also specified that the current "Me too" agreements for Salary and Health and Welfare remained in effect, meaning that if any confidential, management, administrative, or certificated employee group received a salary and/or health benefits increase for the 2024-2025 school year which exceeded the percentage increase contained in the CSEA MOU, the difference would be paid to CSEA unit members.

Because the District and the certificated bargaining unit, National Education Association - Jurupa, agreed to a 2.0% salary schedule increase for 2024-2025, effective July 1, 2024, and a one-time 3.0% off-schedule payment based on the current 2024-2025 salary schedule, the District must increase the CSEA ongoing salary schedule increase so that it equals a 2.0% increase effective July 1, 2024, and increase the one-time off-schedule payment by an additional 2.0% (equaling a 3.0% total one-time off-schedule increase) for the 2024-2025 school year.

The ongoing salary schedule increases are reflected on the updated salary schedule for the 2024-2025 school year, attached hereto and approved herewith.

Article 13, section 7, provides for a Longevity Increment and provides that "whenever the Classified Salary Schedule is increased, each longevity increment shall be increased by a minimum of the same percent amount." Pursuant to this language, the Longevity Increment was increased for prior school years and, for the 2024-2025 school year, the Longevity Increment is hereby increased by an additional 2.0%. Therefore, the language of Article 13, Section 7 is amended to read:

Effective July 1, 2024, a unit member who has completed seventeen (17) years of employment in the District shall receive a twenty-four hundred and seventy-seven dollars (\$2,477) longevity increment each subsequent year in addition to his/her placement on the Classified Salary Schedule.

Effective July 1, 2024, a unit member who has completed twenty (20) years of employment in the District shall receive a forty-three hundred eighty-one dollars (\$4,381) longevity increment each subsequent year in addition to his/her placement on the Classified Salary Schedule. The longevity amount shall increase to fifty-nine hundred fifty-seven dollars (\$5,957) for unit members who have completed twenty-five (25) years. The longevity increment shall increase to seventy-five hundred thirty-nine dollars (\$7,539) for unit members who have completed thirty

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(30) years. Effective July 1, 2024, the longevity increment shall increase to ninety-one hundred twenty-one dollars (\$9,121) for the unit member who have completed thirty-five (35) years.

Effective July 1, 2002, whenever the Classified Salary Schedule is increased, each longevity increment shall be increased by a minimum of the same percent amount. This shall not limit the Parties from negotiating a higher longevity increment.

The longevity increment will begin the first month after the corresponding anniversary date and will be paid in installments as earned in accordance with CalPERS and CalSTRS requirements.

These increases are reflected on the updated salary schedule for the 2024-2025 school year, attached hereto and approved herewith.

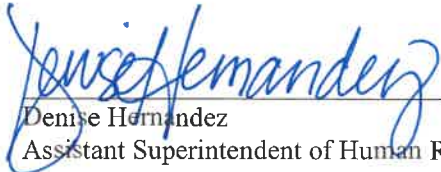
Article 16, section 5.E, provides unit members whose assignment requires wearing a uniform per Board Policy/Regulation #4257.3 with a Uniform Allowance of \$45 per month for assigned work months. The contract further states: "Effective July 1, 2021, whenever the Classified Salary Schedule is increased, the uniform allowance shall be increased by a minimum of the same percent amount." Pursuant to this language, the Uniform Allowance was increased for prior school years and, for the 2024-2025 school year, is hereby increased by 2% to fifty-seven dollars (\$57) per month.

This increase is reflected on the updated salary schedule for the 2024-2025 school year, attached hereto and approved herewith.

Finally, because the District and the certificated bargaining unit, National Education Association - Jurupa, agreed to a \$982 increase to the Health and Welfare cap for the 2024-2025 school year, the District must provide a total \$982 increase to the Health and Welfare cap for CSEA.

The Parties hereby approve and ratify the salary schedule, Longevity Increment, Uniform Allowance and Health and Welfare cap increases set forth herein. This Memorandum of Understanding is appended to and incorporated into the CSEA contract.

AGREED


Denise Hernandez
Assistant Superintendent of Human Resources


Paul Hopson
California School Employees Association

2-12-2025
Date

02/12/2025
Date

Date of Board Approval: 2/18/2025