MEMORANDUM OF UNDERSTANDING
Between
San Antonio Union School District
And
San Antonio Classified Employees

This Memorandum of Understanding (MOU) is by and between the San Antonio Union School District (District) and the San Antonio Classified Employees (SACE), collectively referred to as “the Parties”. The purpose of the MOU is to set forth the mutually agreed upon terms and conditions to continue all negotiations of the collective bargaining agreement between the Parties into the 2020-2021 school year and is based upon the following:

Recitals

Whereas, the current world-wide COVID-19 pandemic has forced the closure of the District’s school;

Whereas, the Monterey County Health Department has issued a shelter-in-place order for all of Monterey County; and,

Whereas, the current crisis has cast uncertainty regarding the district’s finances;

The Parties agree:

1. The current collective bargaining agreement shall continue without modification through June 30, 2021. There shall be no negotiations on any provision of the collective bargaining agreement for the 2019-2020 and 2020-2021 school years. However, the Parties may jointly agree to open negotiations for the 2020-2021 school year upon the resumption of the normal operations of the school.

2. The District will maintain the current salary schedule and contribution towards health benefits as provided in the collective bargaining agreement until June 30, 2021.

3. The District shall pay to each full time bargaining unit member a one-time amount of $1,000.00 no later than August 31, 2020.

4. The evaluation of classified employees who have not to date been evaluated for the 2019-2020 school year shall be delayed until the resumption of the normal operations of the school.
5. For the remainder of the 2019-2020 school year and/or continuing into the 2020-2021 school year, classified employees may be required to work remotely or may be required to work onsite as may be determined by the needs of the District.

6. Classified employees will be available to the District during their normal assigned work hours and shall refrain from consuming alcoholic beverages during those times.

7. Virtual staff meetings may be held weekly at the discretion of the District.

8. All parts of the current collective bargaining agreement shall remain in effect.

For the Association:

[Signature]
President, SACA

Dated: 6/19/2020

For the District:

[Signature]
Josh Van Norman, Superintendent

Dated: 6/19/2020