

Tentative Agreement

**by and between the
Manteca Unified School District
and the
Manteca Educators' Association**

August 15, 2024

2024-2025 and 2025-2026 School Years

The Manteca Unified School District ("District" or "MUSD") and the Manteca Educators' Association ("Association" or "MEA"), collectively referenced herein as the "Parties," recognize and value the cooperative relationship between the District and staff, understanding how the relationship places emphasis on the positive outcomes for students in the District and the community at large. In this spirit of cooperation, MUSD and MEA enter into this Tentative Agreement on August 15, 2024, to conclude negotiations for the 2024-2025 and 2025-2026 school years, and to continue the March 25, 2019 Tentative Agreement and its side letters into the July 1, 2026 successor Master Agreement, effective July 1, 2026. This Tentative Agreement is subject to ratification by MEAs' membership and approval by MUSD's Board of Trustees. The MUSD and MEA negotiations teams agree to actively support ratification and approval of this agreement.

RECITALS

Whereas, the MUSD and MEA have cooperatively worked to ensure students remain the primary focus of the Public Education MUSD provides; and

Whereas, as a result of this cooperative relationship, over the past 5 years (2019-2024) District certificated staff have received ongoing salary schedule increases of 20.88%, \$7,700 in one time bonuses, and ongoing Step and Column raises.

Now therefore, as a signal of continued strong support for student engagement and remediation and valued staff retention, the Parties agree as follows:

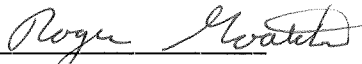
1. This Tentative Agreement concludes all contract negotiations for the 2024-2025 and 2025-2026 school years.
2. The March 25, 2019 Tentative Agreement and its side letters (GSA,) are continued into the July 1, 2026-June 30, 2029 Successor Master Agreement, which takes effect on July 1, 2026. (Attachment 1)
3. The amended language of the May 13, 2022 Tentative Agreement item #2 "MEA will decide the percentage of the allocation to be dedicated towards salary and/or health welfare benefits" is continued through the 2024-2025 and 2025-2026 school years. (Attachment 2)
4. For the July 1, 2026 Successor Master Agreement both the District and MEA agree to reopen negotiations with all articles for the 2026-2027 school year except salary and health and welfare benefits. For the 2027-2028 and 2028-2029 school years, the District and MEA agree

to reopen negotiations with two articles of their choice of this agreement, excluding salary and health welfare benefits. In addition, other articles may be reopened during the term of this agreement by mutual consent of both parties.

5. The District shall pay to unit members a one-time “Employee Retention for Sustained Student Supports” off salary schedule lump sum payment in the amount of \$2,600 for those who worked during the 2023-2024 school year. The lump-sum payment shall be issued in September or October of the 2024-2025 school year and prorated based on the percentage of Full Time Equivalency, and prorated by ten percent (10%) per month worked in the 2023-2024 school year.
6. The District shall also pay to unit members a one-time “Employee Retention for Sustained Student Supports” off salary schedule lump sum payment in the amount of \$2,500 for those who worked during the 2024-2025 school year. The lump sum payment shall be issued in September or October of the 2025-2026 school year and prorated based on the percentage of Full Time Equivalency, and prorated by ten percent (10%) per month worked in the 2024-2025 school year.
7. Starting with the 2026-2027 school year, row 27 on the Certificated Salary Schedule will be removed, effective July 1, 2026. The resulting salary schedule will have a total of 27 steps instead of 28.
8. If the State implements Deferral payments to the District, items number 5 and 6 above will be paused until the State provides deferred revenues to the District.
9. The District and MEA agree to meet and negotiate for any of the following conditions:
 - A. The State implements deferral payments to the District.
 - B. The State implements a change in funding that results in a reduction in base revenues to the District greater than 2%.
 - C. The State changes the funding formula and the change is greater than 3% when compared to funding under the previous formula.
10. The District and MEA agree to change the number of columns a unit member can move laterally under Section 4 of Article XII Salaries from two columns to three columns. Beginning July 1, 2025. (Lateral movements on the salary schedule shall be restricted to one (1) column per year. Unit members completing an advanced degree, credential, certification, or supplementary authorization may advance ~~two~~ **three (23)** columns.)
11. The District and MEA agree to the following MOUs’/Side Letters and acknowledge they may be renewed every year with mutual agreement, in writing, unless the MOU provides an ending date (Attachment 3)
 - A. Clerical Support Pilot Program
 - B. Medical Benefits Opt-Out
 - C. June and July Transfer/Reassignment

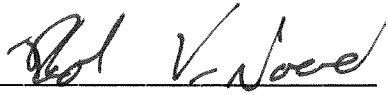
- D. Overages
- E. Para Support Pay
- F. Expanded Learning Opportunity Program
- G. Administrative Intern Program
- H. Standardized Test Make-Ups

FOR THE DISTRICT:

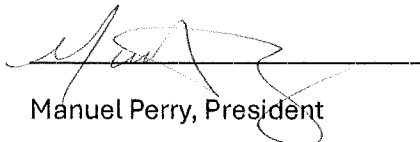


Roger Goatcher
Deputy Superintendent

FOR THE ASSOCIATION:



Rob Vannoord, Bargaining Chair
Manteca Educators' Association



Manuel Perry, President
Manteca Educators' Association

Attachment 1

MANTECA UNIFIED SCHOOL DISTRICT
AND MANTECA EDUCATORS' ASSOCIATION

2018-19 NEGOTIATIONS

TENTATIVE AGREEMENT

March 25, 2019

The Manteca Unified School District and Manteca Educators' Association enter into this Tentative Agreement on March 25, 2019, to conclude negotiations for the 2018-19 school year, subject to ratification by the Association's membership and approval by the District's Board of Trustees. All certificated employees employed July 1, 2018 forward shall be covered by this agreement. The Association and District negotiations team agree to actively support ratification and approval of this Agreement. The Parties agree as follows.

(1) Article XI Hours:

The parties agree to increasing the number of District directed minimum days at the Elementary level to a total of thirteen (13). There will be one additional minimum day on the last Wednesday in August, September and January for a total of three additional minimum days. The District agrees that sites will only hold one school staff meeting either before or after school in the month that there is one of these minimum days. The purpose for the minimum day meetings will be exclusively for professional learning activities which could include teacher collaboration, cross curricular collaboration, vertical articulation, or professional learning communities.

(2) Article XII Salary:

A. A onetime off salary schedule payment of 8%. Those employees who only worked part of the year will be prorated to the percentage of year they actually worked. All certificated employees employed July 1, 2018 forward shall be covered by this agreement.

B. The Parties agree to a salary increase of 85% of "Funded Cost of Living Adjustment (COLA)" percentage upon adoption of the State budget for the last year of their current contract (2019-20 school year), and during the term of a new three-year contract for 2020-21 through 2022-23 effective on July 1, 2020.

"85% of Funded COLA percentage" calculation:

$0.85 \times \text{State funded COLA} = \% \text{ (percent) change to salary schedule}$

If the bargaining unit's 85% of funded COLA percentage is more than 2%, 2% will be applied towards salary with the remainder applied towards health and welfare benefits, any retro for health and welfare

benefits will be cash in lieu. If the bargaining unit's portion of funded COLA is 2% or less, the entire percentage will be applied to Salary.

Funded COLA percentage is defined as:

Example of 85% of State Funded Projected COLA* Percent: $3.46\% \times .85 = 2.94\%$

2019-20	2020-21	2021-22	2022-23
$3.46\% \times 85\% =$	$2.86\% \times 85\% =$	$2.92\% \times 85\% =$	$2.90\% \times 85\% = 2.47\%$
2.94%	2.43%	2.48%	

*COLA will be verified annually upon the State Adopted Budget.

C. The District and MEA agree to the following stipulations for reopeners if changes occur to the budget:

1. Given that MEA unit members are approximately 52% of the general fund operating budget:
 - a. If the District receives extra monies to the LCFF Base Grant above the projected COLA, MEA's net fair share of total compensation will be 52%. Both parties recognize Fair Share to equate to a zero sum budget that takes into consideration extra cost the District has to incur each year above the prior year's expenditure in the process of doing the District's business such as increases from one year to the next in the areas of special ed, additional FTE due to growth, and STRS increase.
 - b. As part of the 52% of fair share described in the above paragraph, if District receives an increase to the LCFF Base Grant of at least \$435 in ADA in addition to the projected COLA, stipends for extra salary provisions and extended work year will be increased \$1,000 beginning in 20/21.
 - c. If the dollar amount that MEA is to receive in section a is below 1% of salary cost, parties agree to apply the dollars to HWB for members. Additionally, if the General Fund contribution exceeds \$32 million to Special Education, both parties agree to re-negotiate.
2. If reductions to LCFF base grant funding is more than 3% parties agree to renegotiate.

D. Starting in 2019-20 school year the following will apply:

1. School Psychologist ratio will be increased by 1.5% from 15% to 16.5% and an increase by 1 day to the total number of days a psychologist works moving from 190 to 191.
2. PAR support providers hourly rate will be changed from \$40.00 to the following formula $H7/186/8$ which currently equates to \$48.49.
3. High School teachers who substitute on their prep period will receive student contact rate, currently $E5/186/8$.
4. Cheerleading stipend will be increased .34% for the first season and then .33% each season thereafter, for a total of 1% for the entire year.

5. A stipend will be added to the master agreement for Manteca Day School Teachers. The stipend amount will be \$1,200 for the year. This will provide compensation for MDS teachers who are not allowed to flex minimum days and will also provide an incentive for recruitment and retention of teachers at the school site.

(3) Article XIII PAR:

1. The following will be amended in the current contract language:
 - a. Amended the Peer Assistance and Review Activity Log to include a signature for the participating member
 - b. Amend Sample Annual Report From Peer Assistance Joint Panel to reflect added language to contract of:
 - i. A reference will be added regarding referred participants completing the PAR Program or continuing on in the program.
 - ii. A reference will be added regarding voluntary participants completing the PAR program or continuing on in the program. No names will be used in this section only the numbers.
 - iii. All Consulting Unit Member records of the Participating Unit Member will be destroyed three months after completion of PAR.

(4) Article XV Health and Welfare Benefits:

Health and Welfare Benefits

The Parties agree to a salary increase of 85% of "Funded Cost of Living Adjustment (COLA)" percentage upon adoption of the State budget for the last year of their current contract (2019-20 school year), and during the term of a new three-year contract for 2020-21 through 2022-23 effective on July 1, 2020.

"85% of Funded COLA percentage" calculation:

$0.85 \times \text{State funded COLA} = \% \text{ (percent) change to salary schedule}$

If the bargaining unit's 85% of funded COLA percentage is more than 2%, 2% will be applied towards salary with the remainder applied towards health and welfare benefits, any retro for health and welfare benefits will be cash in lieu. If the bargaining unit's portion of funded COLA is 2% or less, the entire percentage will be applied to Salary.

Funded COLA percentage is defined as:

Example of 85% of State Funded Projected COLA* Percent: $3.46\% \times .85 = 2.94\%$

2019-20	2020-21	2021-22	2022-23
$3.46\% \times 85\% =$ 2.94%	$2.86\% \times 85\% =$ 2.43%	$2.92\% \times 85\% =$ 2.48%	$2.90\% \times 85\% = 2.47\%$

**COLA will be verified annually upon the State Adopted Budget.*

(5) Article XXIX Waivers:

Waivers

The following process will be adhered to by both parties:

1. Waivers created with Principal and teacher committee and electronic submission of waivers to Senior Director and MEA by January 31st
2. Waivers submitted to MEA for final approval by February 14th
3. Waivers submitted to Superintendent by February 21st
4. Waivers submitted back to Senior Director by March 1st
5. Senior Director gives back to Principal to establish vote 1st week in March and results turned into District and MEA by 2nd week in March
6. If spring break falls during March deadlines all timelines will be moved up one week
7. If due dates fall on weekend or holiday the due date will default back to last working day before the holiday or weekend

(6) Side Letters

1. Grade Span Adjustment letter amended

The current GSA letter dated June 16, 2017 will be amended to freeze the current class sizes of 24-1/Kinder and 26-1/1-3 grades from the July 1, 2017-June 30, 2020 Master Agreement through the July 1, 2020-June 30, 2023 successor Master Agreement.

2. Perfect attendance bonus (create new side letter)

A side letter will be written to create a \$800 incentive for perfect attendance for teachers concluding the 2019-20 school year. The term of the side letter will be one year from July 1, 2019 to June 30, 2020. At the end of the year data will be reviewed by MEA and the District to determine its effectiveness to encourage better attendance with certificated staff.

3. Settlement Agreement

The current settlement agreement dated January 30, 2019 will be adhered to and language incorporated as stated in agreement.

4. Increase the window for unit members to be considered for transfer request by one week.

(7) In addition to the foregoing, the Parties agree to Amend Article I- Agreement as stated below

4. Reopeners

For the July 1, 2017-June 30, 2020 Master Agreement and the July 1, 2020-June 30, 2023 successor Master Agreement, both the District and the Association agree to reopen negotiations with two articles of their choice of this agreement with the exception of Salary and Health and Welfare Benefits. For the July 1, 2020-June 30, 2023 successor Master Agreement, the District and the Association agree to reopen all articles with the exception of Salary and Health and Welfare Benefits of this agreement. In addition, other articles may be reopened during the term of this agreement by mutual consent of both

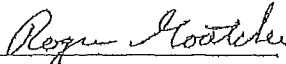
parties. Furthermore, the parties agree to confirm any additional articles required to be changed due to mutually agreed upon changes in reopened articles.

(8) Completion of Bargaining

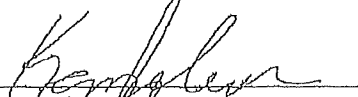
1. Within 30 calendar days of the ratification by the Association and approval by the Board of this Tentative Agreement the parties shall meet to review the contract and make modifications to conform with the Tentative Agreement.
2. Unless specifically addressed above the contract language shall remain status quo.
3. Unless otherwise specified the effective date for each term above shall be upon ratification by the Association and approval by the Board.

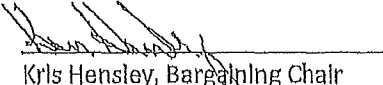
July 1, 2017-June 30, 2020 Master Agreement

FOR THE DISTRICT:


Roger Goatcher
Deputy Superintendent

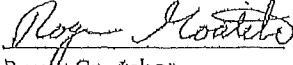
FOR THE ASSOCIATION:


Ken Johnson, President
Manteca Educators' Association

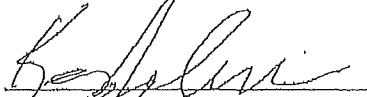

Kris Hensley, Bargaining Chair
Manteca Educators' Association

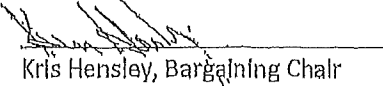
July 1, 2020-June 30, 2023 successor Master Agreement, effective July 1, 2020

FOR THE DISTRICT:


Roger Goatcher
Deputy Superintendent

FOR THE ASSOCIATION:


Ken Johnson, President
Manteca Educators' Association

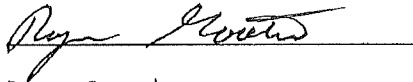

Kris Hensley, Bargaining Chair
Manteca Educators' Association

Manteca Unified School District
and Manteca Educators' Association

September 12, 2019

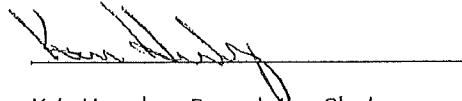
Grade Span Adjustment Side Letter

Manteca Unified School District and Manteca Educators' Association agree to freeze the current class sizes under the Grad Span Adjustment Agreement. The class sizes will be 24-1 for Kindergarten and 26-1 for 1st through 3rd grades from July 1, 2018 through June 30, 2023. This side letter will be attached to the Memorandum of Understanding dated June 16, 2017. All other aspects of the June 16, 2017 MOU will be in effect.



Roger Goatcher

Deputy Superintendent



Kris Hensley, Bargaining Chair

Manteca Educators' Association

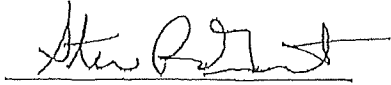
Attachment 2

**Tentative Agreement by and between Manteca Unified School District
and the Manteca Educators' Association
Pending Ratification and Board Adoption**

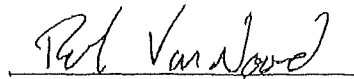
The Manteca Unified School District (District) and Manteca Educators' Association (MEA) (collectively referenced herein as the "Parties") enter into this Tentative Agreement on May 19, 2022, to conclude negotiations for the 2022-23 school year, subject to ratification by the Association's membership and approval by the District's Board of Trustees. All certificated employees employed through the 2021-2022 school year shall be covered by this agreement. The Association and District bargaining teams agree to actively support ratification and approval of this Agreement. The Parties agree as follows.

1. The District and MEA agree to continue the March 25, 2019 Tentative Agreement and its side letters into the July 1, 2023 – June 30, 2026 successor Master Agreement, effective July 1, 2023, (attached)
2. The District and MEA agree to revise the above stated Article XII Salaries. "If the bargaining unit's 85% of funded COLA percentage is more than 2%, 2% will be applied towards salary with the remainder applied towards health and welfare benefits, and retro for health and welfare benefits will be cash in lieu. If the bargaining unit's portion of funded COLA is 2% or less, the entire percentage will be applied to Salary," to "MEA will decide the percentage of the allocation to be dedicated towards salary and/or health welfare benefits.
3. A one-time off salary schedule payment of \$5,000 prorated based on ten percent (10%) per month worked in 2021-2022 work year to be disbursed no later than August 15, 2022.
4. For the July 1, 2023, through June 30, 2026, successor Master Agreement both the District and the Association agree to reopen negotiations with all articles for the 2023-24 school year except Salary and Health and Welfare Benefits. For 2024-25 school year and 2025-26 school year the District and the Association agree to reopen negotiations with two articles of their choice of this agreement with the exception of Salary and Health and Welfare Benefits. In addition, other articles may be reopened during the term of this agreement by mutual consent of both parties. Furthermore, the parties agree to conform any additional articles to be changed due to mutually agreed changes in the reopened articles.
5. The District and MEA agree to continue negotiations on Stipends and Ratios during the 2022 – 23 school year. If an agreement is reached between the Parties, the amount to be funded by the District for direct compensation will not exceed \$500,000. If the amount to be funded exceeds the \$500,000 threshold, then the remaining amount will be deducted from the preceding year's 85% of the funded COLA raise. The changes will be implemented for the 2023 – 24 school year.
6. The District and MEA agree to meet and negotiate if the State changes the funding formula and the change is greater than 3% when compared to funding under the previous formula.

For MEA:

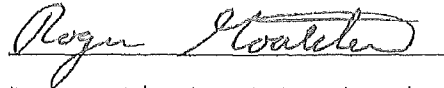


Steve Grant, Lead Negotiator
Manteca Educators' Association



Rob Vannoord, President
Manteca Educators' Association

For the District:



Roger Goatcher, Deputy Superintendent
Manteca Unified School District

Attachment 3

MEMORANDUM OF UNDERSTANDING
BETWEEN
MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION

May 20, 2024

Clerical Support Pilot Program

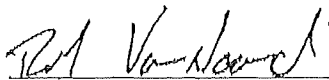
The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), enter into this Memorandum of Understanding ("MOU") regarding the beginning of a clerical support pilot program at Manteca High School, Joshua Cowell Elementary, Woodward Elementary, Joseph Widmer Elementary, and Stella Brockman Elementary.

The District and MEA recognizes the importance of providing for the needs of students with disabilities and the extra paperwork required by the State and Federal Governments. The District and MEA agree to the following:

- For the 2024-25 school year an extra two hours of Clerical Assistant time will be provided for each of the above named schools. These two hours a day for the 182 day (prorated based on the day this MOU is adopted) school year will be to help coordinate all paperwork and scheduling for students at those sites respectively.
- District and MEA agree to meet in May of 2025 to review effectiveness of this new pilot program.

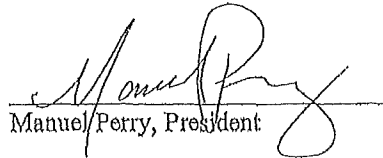
This MOU will expire June 30, 2025. Nothing in this MOU shall be construed as establishing past practice or precedent. This MOU may be extended for an additional year by mutual written agreement.

For MEA


Rob Vannoord, Bargaining Chair

For MUSD


Roger Goatcher, Deputy Superintendent


Manuel Perry, President

**MANTECA UNIFIED SCHOOL DISTRICT
AND MANTECA EDUCATORS' ASSOCIATION**

May 20, 2024

**Side Letter Agreement
Medical Health Benefits Opt-Out Program**

The Manteca Unified School District ("District") and the Manteca Educators' Association ("MEA") agree to continue the health benefits Opt-Out program that permits up to twenty percent of current eligible full-time employees to opt out of Medical Health Benefits, as defined in the Collective Bargaining Agreement. This opt-out will not apply to or affect the employee's Dental, Vision and Life Insurance benefits, as employees opting out of Medical Health Benefits will continue to receive these benefits with premiums deducted from the current employer contribution for health welfare benefits.

Employees must submit a signed "Opt-Out form" during the Open Enrollment Period (August 1st through August 30th) to participate in this program. Only the first 20% of eligible employees who submit a completed form will be allowed to participate. If the cap of 20 % of employees is not reached by the end of the Open Enrollment Period, the District may hold open the window to participate until the cap is met, but only for new employees whose enrollment period commences at the time of hire. All forms will be dated and timed stamped.

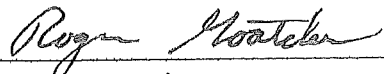
Both parties acknowledge that participating employees will not receive any compensation, or cash-in-lieu payments for the employer contribution to health welfare benefits for opting out of Medical Health Benefits under this agreement. However, the employee will retain the current out of pocket expenses they would have incurred, starting January 1, 2020, for the insurance plan they previously selected prior to opting out (e.g., employee paying \$1,600 per month to participate in the Blue Anthem Plan will now keep that \$1,600). The parties further acknowledge that the District will continue to contribute eighty percent of the "Bronze Plan" to Central Valley Trust as outlined in the established agreement.

Employees who opt out must provide written proof of health coverage from other qualified employer-sponsored group coverage.

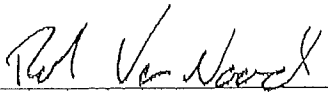
The District and MEA agree that if the insurance carrier changes requirements and the Opt-Out program is no longer allowed members will have to transition back as outlined in the Master Agreement.

Both parties understand as part of the Insurance carrier's (CVT) requirements, a member must have health insurance the year they plan on retiring in order to receive health insurance during retirement. For those members who do opt out and then retire a cash in lieu of health benefits will be applied.

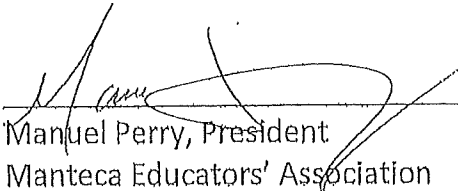
This side letter will expire June 30, 2025. The parties may mutually agree to extend this side letter into future school years. Nothing in this side letter shall be construed as establishing past practice or present.



Roger Goatcher
Deputy Superintendent
Manteca Unified School District



Rob Vannoord, Bargaining Chair
Manteca Educators' Association



Manuel Perry, President
Manteca Educators' Association

MEMORANDUM OF UNDERSTANDING
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION (MEA)

May 20, 2024

June & July Transfer/Reassignment

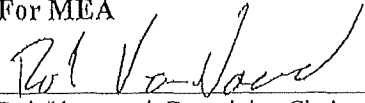
The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), enter into this Memorandum of Understanding ("MOU") regarding June and July (2024) certificated transfers/reassignments for the 2024-25 school year.

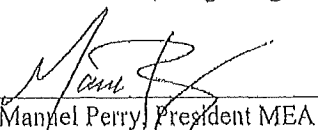
The District recognizes the unique requirements and demands placed on certificated staff members when they are transferred/reassigned from one classroom or school site to a different classroom or school site. In recognition of these needed changes in order to meet the needs of students, the District agrees to the following for the 2024-25 school year:

- a. Certificated staff members who are transferred to a new classroom on the same school site in the month of June or July (2024) will be offered up to 16 hours of time sheeting to move and set up their new classroom outside of their regular teaching day.
- b. Certificated staff members who are transferred to a new school site and need to set up a new classroom in the month of June or July (2024) will be offered up to 24 hours of time sheeting to move and set up their new classroom at the new school site outside of their regular teaching day.

This MOU does not create any precedents nor establish the status quo for future bargaining purposes. This MOU shall remain in effect until August 7, 2024.

For MEA


Rob Vannoord, Bargaining Chair


Mannel Perry, President MEA

For MUSD


Roger Goatcher, Deputy Superintendent

EXTENSION OF MEMORANDUM OF UNDERSTANDING
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION (MEA)

July 29, 2024

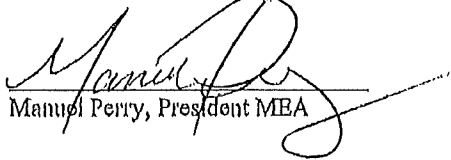
OVERAGES

The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA") agree to continue the Memorandum of Understanding ("MOU") regarding Overages dated May 22, 2023 (attached) for the 2024-25 school year.

The extension of this MOU does not create any precedents nor establish the status quo for future bargaining purposes. This MOU shall remain in effect until June 30, 2025. This MOU may be extended only with written mutual agreement.

For MEA


Rob Vannoord, Bargaining Chair


Manuel Perry, President MEA

For MUSD


Roger Goatcher, Deputy Superintendent

**MEMORANDUM OF UNDERSTANDING
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION (MEA)**

May 22, 2023

OVERAGES

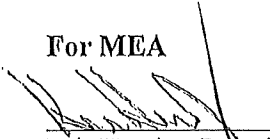
The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), enter into this Memorandum of Understanding ("MOU") regarding extra salary provisions for elementary combination classes, overages for elementary special day classes, and overages for general education class sizes for the 2023-24 school year.

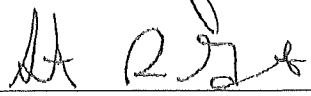
The District recognizes the unique requirements and demands placed on elementary school teachers who teach combination classes, and elementary classes that take extra students above the current class size limits. In recognition of these extra requirements and demands, the District agrees to the following for the 2023-24 school year:

- a. Elementary teachers who are assigned and teach a combination class will receive an increase to the extra pay provision from \$150 to \$350.
- b. Elementary special day class teachers who agree to go over their case load by up to two students and receive extra students will increase the extra pay provision from \$200 to \$350 per student per month.
- c. Elementary general education classroom teachers who agree to go over their class size maximum and receive extra students will be compensated \$200 per month per student with a maximum overage of two students over the class size maximum.
 - i. Going over the class size maximum will be voluntary on the part of the classroom teacher.
 - ii. The District agrees to not go over the District average maximums as determined by the Grade Span Adjustment Side Letter. (Kindergarten 24-1 and 1st thru 3rd grade 26 -1)

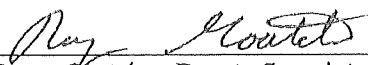
This MOU does not create any precedents nor establish the status quo for future bargaining purposes. This MOU shall remain in effect until June 30, 2024. This MOU may be extended only with written mutual agreement.

For MEA


Kris Hensley, Bargaining Chair


Steve Grant, President MEA

For MUSD


Roger Goatcher, Deputy Superintendent

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION**

May 20, 2024

Paraprofessional Support Pay

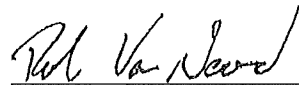
The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), enter into this Memorandum of Understanding ("MOU") regarding support for Special Education teachers who go through the day with no aide support.

The District and MEA recognizes the importance of having fully credentialed staff in special education positions and when there are no paraprofessionals available to provide support to the classroom the special education classroom teacher has to fill in and provide extra support. The District and MEA agree to the following:

- For the 2024-25 school year special education certificated staff members who do not have any paraprofessional support in their classroom (RSP, SDC Mild/Mod, SDC Mod/Sev, Behavior Bridge) for the full day will be provided extra compensation as indicated below:
 - Without any paraprofessional for full day = \$100 per day without a paraprofessional


This MOU will expire June 30, 2025. Nothing in this MOU shall be construed as establishing past practice or precedent.

For MEA

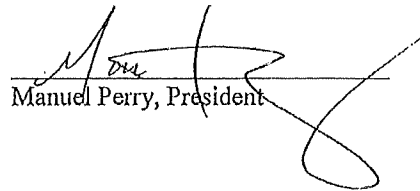


Rob Van Noord, Bargaining Chair

For MUSD



Roger Goatcher, Deputy Superintendent



Manuel Perry, President

Manteca Unified School District

And

Manteca Educators' Association

Side Letter Agreement Regarding Advisors for Enrichment Activities for
Expanded Learning Opportunities Programs (ELOP)

May 20, 2024

Manteca Unified School District (District) and Manteca Educators' Association (MEA) recognize students are in need of additional learning enrichment opportunities and the District is working to provide such opportunities through ELOP which will allow all students access to expanded learning opportunities throughout the District. Knowing this, MEA and the District agree to compensating members for their time as Enrichment Advisors as follows:

- Provide a seven hundred dollar (\$700.00) off schedule stipend for unit members who complete enrichment advisor requirements during the 2024-2025 school year. In lieu of the established hourly student contact rate and non student contact rate.

Enrichment Advisor requirements are as follows:

- 1) Each enrichment advisor must schedule and complete eight (8) meetings. One meeting shall be held each week for a minimum of one (1) hour. Meetings are expected to be consecutively scheduled each week. However, extenuating circumstances may allow for club meetings to skip weeks, with the ELOP Coordinator's approval, prolonging the total period of time the activity will be held.
- 2) Advisors shall complete 30 minutes of prep time for each meeting they plan. This is equivalent to four (4) hours total of prep time to be eligible for the entire stipend amount.
- 3) All enrichment prep time and meetings shall normally be held outside of the employee's normal contracted day/calendar.
- 4) Employees may be compensated for a prorated amount of the full stipend. The full stipend amount is calculated as follows:
 - Eight (8) meetings (1 hour minimum for each meeting)
 - o \$65 per meeting (max 8) = \$520.00
 - Four (4) hours of prep time
 - o \$45 per hour of prep (max 4) = \$180.00
- 5) Advisors shall keep a log of prep and meeting time completed and their administrator will need to verify completion of all hours enrichment meetings at the conclusion of the enrichment. Hours will be verified with Human Resources and HR will provide Payroll with approval to pay


the employee stipend. All enrichment advisor stipends will be paid no more than thirty (30) days after administrator verification is received by Human Resources.

- 6) Employees may also volunteer to participate in additional ELOP activities and excursions. Employees who choose to work in this capacity will be paid \$50.00 per hour, prorated based on the extra time worked.
- 7) Participation in any ELOP enrichment activity is considered voluntary. However, when accepting assignments employees should understand that they are committing to providing these services to students and their best effort should be made to uphold their commitment.
- 8) Supplies and materials for Expanded Learning Opportunities enrichments will be paid for with ELOP funds. Advisors will follow the Supply Ordering process or gain approval from the Coordinator of ELOP if unforeseen circumstances should arise that prohibit an Advisor from ordering supplies in accordance with the Supply Ordering process.

This side letter will expire June 30, 2025. The Parties may mutually agree to extend this side letter into future school years. Nothing in this side letter shall be construed as establishing past practice or precedent.

Dated: 5-23-2024

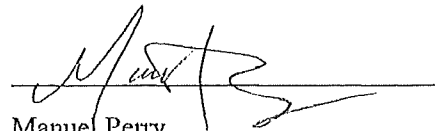
Dated: 5-23-24



Rob Vannoord
Bargaining Chair, MEA



Roger Goatcher
Deputy Superintendent, MUSD



Manuel Perry
President, MEA

**MEMORANDUM OF UNDERSTANDING
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION
Administrative Intern Program
2023-24 and 2024-25 school years**

January 18, 2024

The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), collectively referenced herein as the "Parties", enter into this Memorandum of Understanding ("MOU") regarding the creation of the Administrative Intern Program (AIP).

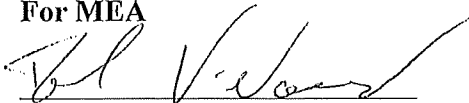
The District and MEA recognizes the benefits of developing existing staff for leadership positions within the District. In support of this, the District and MEA agree to the following:

- A bargaining unit member selected for the District's intern program will continue to be paid at their current rate of pay on the certificated (non-management) salary schedule.
- The number of AIP participants will be at the discretion of the District.
- A bargaining unit member will be able to receive reimbursement for classes to obtain an administrative credential based on the following:
 - The difference in pay between the certificated unit member's existing rate and the first step of a vice principal will be established as the maximum amount of reimbursement for the member for that school year.
 - Reimbursement for the classes associated with the administrative credential will be paid after the unit member completes the AIP Form (Appendix 1) up to two times per year.
 - If a participant in the AIP decides to stop pursuing their administrative credential or chooses to leave the AIP they will only receive reimbursement for the current semester they are in at the time of dismissal or termination of administrative designee duties.
 - Each bargaining unit member agrees and acknowledges that participation in the administrative intern program is voluntary and the District shall not compensate a bargaining unit member for the time and resources participating in the administrative intern program except as provided herein.
 - Bargaining unit members selected for the AIP agrees to be an Administrative Designee for the District for the 23-24 and 24-25 school years.
 - This MOU does not retroactively go back to and reimburse unit members who may have completed administrative classes prior to entry into the AIP.

The District and MEA agree to the expectation that unit members who enter into the AIP program should provide the District with a two year commitment of service.

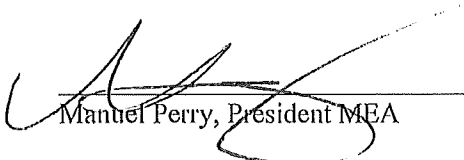
This MOU will be reevaluated by June 30, 2025 and may be extended with mutual written consent.

For MEA


Rob Van Noord, Bargaining Chair

For MUSD


Roger Goatcher, Deputy Superintendent


Manuel Perry, President MEA

**MEMORANDUM OF UNDERSTANDING
BETWEEN
MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION (MEA)**

August 16, 2024

Standardized Test Make-Ups

The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), enter into this Memorandum of Understanding ("MOU") regarding standardized testing makeups.

The District and MEA recognizes the importance of standardized testing for the formative and summative testing results they provided staff to help determine appropriate educational programming for students. The District and MEA agree to the following:

- For the 2024-25 school year certificated staff members may volunteer to give standardized test makeups. If selected and proctor the standardized assessments, unit members will be compensated at the student contact rate for the time to give, collect, and turn in the assessment.

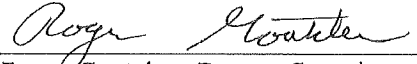
This MOU will expire June 30, 2025. Nothing in this MOU shall be construed as establishing past practice or precedent.

For MEA

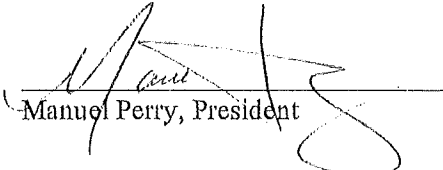


Rob Van Noord, Bargaining Chair

For MUSD



Roger Goatcher, Deputy Superintendent



Manuel Perry, President