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 April 17, 2023  
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**Memorandum of Understanding  
 Between  
 SEIU Local 1021  
 and the  
 Sacramento City Unified School District (SCUSD)**

This Memorandum of Understanding (“MOU”) is entered into between SEIU Local 1021 (“SEIU 1021 or “Union”) and the Sacramento City Unified School District (“District”) (collectively “Parties”) regarding terms agreed to in the 2020-2023 Collective Bargaining Agreement (“CBA”), Article 6.1. The provision requires both Parties to meet as a Special Salary Adjustment committee and discuss the District’s ability to retain and recruit Bus Drivers. The Parties have identified factors that could improve the recruitment and retention of Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors. The following provisions will go into effect December 1, 2022.

1. In recognition of the need to provide a competitive salary with competing jurisdictions in the Sacramento region, the District has created a new salary schedule for Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors.

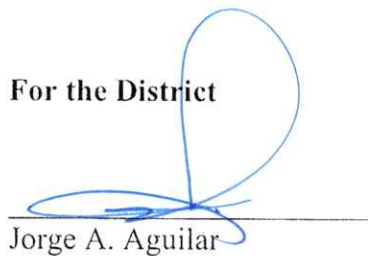
<b>Bus Drivers (0920)</b>				
<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Hourly	Hourly	Hourly	Hourly	Hourly
22.42	24.66	27.12	29.83	32.81
<b>Delegated Behind-the-Wheel Trainer</b>				
<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Hourly	Hourly	Hourly	Hourly	Hourly
23.54	25.89	28.48	31.33	34.46
<b>School Bus Driver Instructor (0904)</b>				
<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
Hourly	Hourly	Hourly	Hourly	Hourly
24.66	27.13	29.84	32.82	36.10

2. Staff shall be placed and will move between steps according to the terms below.
  - A. Current employees will be placed at Step 3 of the new salary range if they currently have 15 or more years of employment with SCUSD and if they have less than 15 years of current employment with SCUSD they will be placed at Step 2 of the new salary range.
  - B. New hire Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors hired after December 1, 2022 will be placed at Step 1 of the salary

schedule. The District may grant the new hire Bus Driver, Delegated Behind-the-Wheel Trainer and School Bus Driver instructor (1) step for each year of related or allied experience if necessary to recruit highly qualified candidates, provided that no initial placement shall be higher than the Step 3 of the range. New hire Bus Drivers, Delegated Behind-the-Wheel Trainer, School Bus Driver Instructor will progress to the next step of the salary range on their anniversary date.

- C. District employees with a current and valid School Bus Certificate who volunteer to drive a school bus will be compensated hourly by the provisions of this memorandum of understanding (MOU), including but not limited to, 2 A. above. Hourly rates will be the step that provides a minimum of 5% increase of their current salary. Any and all hours of working out of class per this provision will be calculated as a bus driver.
3. Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors will be eligible for wage increases negotiated by SCUSD and SEIU 1021 pursuant to wage reopener (2022-2023) and successor contract (July 1, 2023 and onward) negotiations between SCUSD and SEIU 1021 and the Class and Compensation study, if any.

**For the District**



Jorge A. Aguilar

**For SEIU 1021**



4/17/23

Karla Faucett



Hari Subramanian

4/18/23