



SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
SAN LUIS COASTAL UNIFIED SCHOOL DISTRICT
AND THE
SAN LUIS COASTAL TEACHERS ASSOCIATION**

This Memorandum of Understanding (“MOU”) is entered into effective July 1, 2017 by and between the San Luis Coastal School District (“District”) and the San Luis Coastal Teachers Association (“SLCTA”).

RECITALS

- A. SLCTA represents the members of the District’s certificated bargaining unit pursuant to the Collective Bargaining Agreement (“CBA”) between the District and SLCTA.
- B. The District and SLCTA desire to clarify and revise language in the CBA regarding mandatory work years for the Athletic Directors and Activities Directors.
- C. The District and SLCTA desire to clarify the language in the CBA regarding responsibility factor for the Elementary and Secondary Counselors.
- D. The District and SLCTA desire to create a new salary schedule for the program specialists.
- E. The purpose of this MOU is to memorialize the agreement to the mandatory work years for Athletic Directors and Activities Directors, clarification of the responsibility factor for Elementary and Secondary Counselors, and creation of the new salary schedule for Program Specialists.

The Parties agree as follows:

AGREEMENT

1. **Hours of Work.** In the Hours of Work article, the Parties have changed the mandatory work year for the Athletic Directors and Activities Directors effective July 1, 2018. The Parties have agreed to flexibility in the on-site obligations for Activities Directors, Athletic Directors and Agricultural Teachers. Changes to Article VI, Hours of Work, are reflected in Exhibit A.
2. **Classes of Employees.** The Parties have agreed that the Athletic Directors and Activities Directors constitute separate classes of employees. The Parties have agreed that all unit members in the Athletic Director classification perform similar duties and shall be assigned the same number of duty days. The Parties have agreed that all unit members in the Activities Director classification perform similar duties and shall be assigned the same number of duty days.
3. **Job Descriptions.** The District will update its job descriptions for the Athletic Director and Activities Director classifications to ensure that each class of employees has a separate job description that delineates the duties performed by that class of employees.
4. **Salary Schedule and Rules.** The Parties have clarified the responsibility factor for Elementary and Secondary Counselors to mean the possession of a Pupil Personnel Credential in school counseling. A notation will be added on the Base Salary Schedule that Elementary and Secondary Counselors will receive a 5% responsibility factor. Changes to Article XIV, Salary Schedules and Rules, are reflected in Exhibit B. Changes to the 2017-18 Base Salary Schedule are reflected in Exhibit C.

5. **Appendix D.** The Parties have agreed to delete the current Appendix D since the clarification of the responsibility factor has been added to the 2017-18 Base Salary Schedule. This will be replaced with a new salary schedule for Program Specialists which is reflected in Exhibit D.
6. **Incorporation into the CBA.** This MOU will supersede the CBA. The terms of this MOU shall be effective July 1, 2017 and shall be formally incorporated into the CBA.
7. **Authorization to Execute Agreement.** The undersigned Parties represent that they have read and understand the terms of this MOU and are authorized to execute this MOU on behalf of their principals. SLCTA represents that no ratification by the entire unit is needed in order for these changes to be implemented effective July 1, 2017.

**SAN LUIS COASTAL
TEACHERS ASSOCIATION**



Matt Moore, Chapter President
Date: January 11, 2018

**SAN LUIS COASTAL UNIFIED
SCHOOL DISTRICT**



Christin L. Newlon, Director of Personnel
Date: January 11, 2018