

**Memorandum of Understanding
Between
San Diego Unified School District
And the
Classified School Employee Association and its Chapter #724 on behalf of the Operations Support
Services Bargaining Unit**

Regarding a New Hire Incentive

June 17, 2022

WHEREAS, the Parties recognize the importance of hiring and retaining high quality employees; and

WHEREAS, the San Diego Unified School District is experiencing an acute shortage of staff, which has been exacerbated by the COVID-19 pandemic, with specific OSS positions experiencing a higher rate of staffing shortages through attrition and lack of quality applicants for those positions; and

WHEREAS, the Parties are committed to finding strategies that assist in mitigating the impacts of the staffing shortage that have resulted from the lack of quality applicants and difficulty retaining high quality employees; and

WHEREAS, the District's efforts to maintain a safe and healthy learning environment have escalated due to the COVID-19 pandemic and continue to be a priority for the Parties; and


WHEREAS, the Parties agree that the recent economic challenges related to the COVID pandemic require creation of a hiring incentive to attract and fill such positions; and


NOWHEREFORE, the District and CSEA/OSS agree as follows:

1. All new District employees hired as CSEA/OSS unit members for the 2022-23 school year into the Custodian or Landscape Technician II job classifications shall receive a one-thousand dollar (\$1000) new hire incentive to be paid in the following manner:
 - a. Five hundred dollars (\$500) to be paid with the employee's first monthly payroll;
 - b. Five hundred dollars (\$500) to be paid in the month the unit member completes one (1) continuous calendar year of monthly salaried service in a Custodian or Landscape Technician II position.
2. All new District employees hired as CSEA/OSS unit members for the 2022-23 school year into the Food Service Worker I job classifications shall receive a five hundred dollar (\$500) new hire incentive to be paid in the following manner:
 - a. Two hundred-fifty dollars (\$250) to be paid to the employee with their first payroll as a monthly salaried Food Service Worker I; and
 - b. Two hundred-fifty dollars (\$250) to be paid in the month the employee completes one (1) continuous calendar year of monthly salaried service as a Food Service Worker I in the District.
3. All new District employees hired as CSEA/OSS unit members for the 2022-23 school year into the School Bus Driver job classifications shall receive a two thousand five hundred dollar (\$2500) new hire incentive to be paid in the following manner:

- a. Five hundred dollars (\$500) in the payroll month following the submission to and approval by the District of the Commercial Drivers License (CDL) Permit or current valid Commercial Driver's License with valid DMV medical certificate;
 - b. Five hundred dollars (\$500) to be paid with the month the unit member completes six (6) months of continuous service in the School Bus Driver position;
 - c. One thousand five hundred dollars (\$1,500) to be paid in the month the unit member completes one (1) continuous calendar year of monthly salaried service in the School Bus Driver position.
4. Should the District determine at any time that newly hired employees receiving the hiring incentive are resigning upon receipt of the first payment, the District reserves the right to convert any future hires to monthly installments as outlined below:
 - a. Ten (10) equal monthly installments for the months the unit member works in the qualifying assignment, regardless of the number of days worked in the month.
 5. Employees who separate from the District, or transfer and/or promote into another classification not identified in items 1-3 above prior to completing one (1) continuous calendar year of monthly salaried service, shall not receive any subsequent incentive payment(s).
 6. All components of the current Collective Bargaining Agreement between the District and CSEA/OSS not addressed by the terms of this Agreement shall remain in full effect.
 7. This Agreement is a non-precedent setting.
 8. This Agreement shall expire in full without precedent on June 30, 2024.

FOR CSEA:

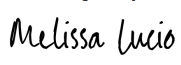
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June 20, 2022
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Gabriel Huezo

DocuSigned by:

June 17, 2022
CFB0A82D1A5B475... Date
Jose Sanchez
CSEA Labor Relations Representative

FOR THE DISTRICT:

DocuSigned by:

June 20, 2022
755D791A44B0487... Date
Kristie Jones

DocuSigned by:

June 17, 2022
82A52FC55FE9405... Date
Melissa Lucio
Director, Human Resources