

MEMORANDUM OF UNDERSTANDING
Between
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
And
SAN RAMON VALLEY EDUCATION ASSOCIATION

2025-26
MOU Extension Package

The San Ramon Valley Unified School District (referred to herein as "the District") and the San Ramon Valley Education Association (referred to herein as "the Association") collectively referred to herein as "the parties", mutually agree to extend the term of the attached MOU's through June 30, 2026. All other provisions of the attached MOU's shall remain in full force and effect during the term of this MOU.

Common Learning Time/Student Support
Difference Pay Leaves of Absence
Elementary Combo Support
Mainstream SDC
Site Based Credit Recovery
Temporary Measures for Filling Vacant Certificated Special Education Positions
Vice Presidential Service Leave

The parties mutually agree that the provisions outlined herein become effective immediately, will be considered non-precedent-setting, and will sunset on June 30, 2026, unless extended or modified by mutual agreement. All provisions included herein shall be subject to the negotiated grievance procedure up to and including binding arbitration.

The signatures below acknowledge full understanding of and agreement with the provisions included herein.

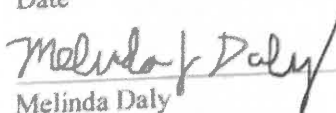
For the Association:



Laura Finco
SRVEA President

8/18/2025

Date



Melinda Daly
SRVEA Vice-President

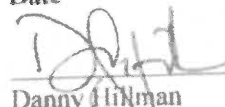
For the District:



Melanie Jones
Assistant Superintendent, HR

8/18/2025

Date



Danny Hillman
Assistant Supt., Bus. Svs./CBO

8/19/2025

Date

Dee Dee Judice

Dee Dee Judice
Lead Negotiator

8/19/25

Date

8/18/25

Date

Meredith Bullock

Meredith Bullock
Director, Human Resources

8/18/25

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION**

**Common Learning Time/Student Support
2022-23 & 2023-24
School Years**

The San Ramon Valley Unified School District ("District") and the San Ramon Valley Education Association ("Association"), collectively referred to herein as "the parties," hereby agree to the following provisions for the purposes of establishing the agreed-upon conditions for implementing a school-wide Common Learning Time (CLT)/Student Support program(s) as a component of our Multi-Tiered System of Support designed to support students' academic and social-emotional needs.

The District and the Association hereby agree to the following conditions:

- Site Principals will collaborate with site reps and the site based CLT Committee (if applicable) in the development of the CLT schedule.
- The daily bell schedule included in the attached document will be implemented during the term of this MOU. The bell schedule includes designated time for CLT.
- Teachers may utilize weekly collaboration time to meet with their grade level/course-alike team to prepare for CLT/Student Support.
- Based upon student data, teachers will provide intervention of previously taught standards/ learning targets.
 - No additional lesson planning will be required. This does not preclude a teacher from developing a new lesson to support students during CLT. (*The district will provide a bank of tools and resources to support teachers with CLT*).
- Bargaining unit members, including non-classroom certificated staff, may be assigned student supervision duties during CLT/Student Support.

Elementary Grades 1-5:

- There will be a one-week break in between CLT cycles to provide additional collaboration/preparation time for teachers.
- In consideration of 1st Grade SLIP, Site Principals will collaborate with 1st grade teachers on the development of the CLT schedule.
- Based upon student data, teachers will provide intervention of previously taught standards/ learning targets.
 - No additional lesson planning will be required. This does not preclude a teacher from developing a new lesson to support students during CLT. (*The district will provide a bank of tools and resources to support teachers with CLT*).

Secondary:

- A site based, structured system for scheduling/assigning students to Student Support blocks will be utilized and supported by administration.
- Part-time bargaining unit members who voluntarily provide Student Support will be compensated at the negotiated, instructional hourly rate, for the additional time beyond their contract hours.
- Student Support is excluded from the maximum daily student contacts.

The District and the Association agree that in implementing this CLT/Student Support period during the term of this MOU, staff will not be required to:

- Assign student grades for lessons taught during the tutorial session.
- Be responsible for instruction outside of their curriculum expertise.

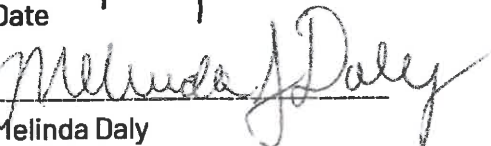
The signatures below acknowledge full understanding and agreement with the provisions contained above. This MOU will expire in full and without precedent on June 30, 2024, unless extended or revoked by mutual written agreement. All provisions of this MOU are subject to the grievance procedures up to and including binding arbitration.

For the Association:



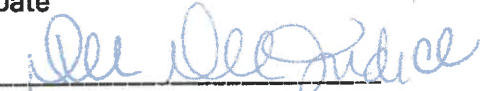
Laura Finco
SRVEA President

10/27/22
Date



Melinda Daly
SRVEA Vice-President

10-27-22
Date



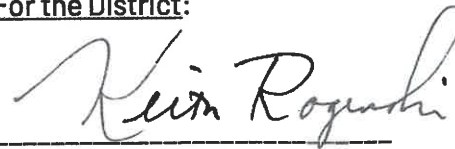
Dee Dee Judice
SRVEA Negotiations Co-Chair

10-27-22
Date



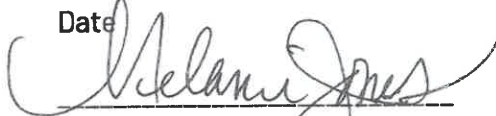
John Vespi
SRVEA Negotiations Co-Chair

For the District:



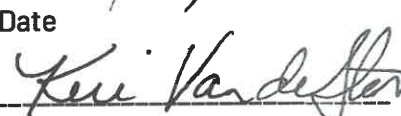
Keith Rogenski
Assistant Superintendent, HR

10/28/22

Date


Melanie Jones
Executive Director, HR

10/27/2022

Date


Keri Van de Star
Director, HR

10/27/2022
Date

MEMORANDUM OF UNDERSTANDING

Between

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT

And

SAN RAMON VALLEY EDUCATION ASSOCIATION

Extension

Difference Pay for Certificated Employees on Leave of Absence
For the 2022-23 School Year

The San Ramon Valley Unified School District (referred to herein as "the District") and the San Ramon Valley Education Association (referred to herein as "the Association") collectively referred to herein as "the parties", mutually agree to extend the term of the attached Difference Pay for Certificated Employees on Leave of Absence MOU through June 30, 2023. All other provisions of the attached MOU shall remain in full force and effect during the term of this MOU.

The parties mutually agree that the provisions outlined herein become effective July 1, 2022, will be considered non-precedent-setting, and will sunset on June 30, 2023, unless extended or modified by mutual agreement. All provisions included herein shall be subject to the negotiated grievance procedure up to and including binding arbitration.

The signatures below acknowledge full understanding of and agreement with the provisions included herein.

For the Association:

Wince

Leann Fizzo
SEVEA President

2/7/2023

Date:

Michelle Daly

Michelle Daly
SEVEA Vice-President

2/7/2023

Date:

Lee Lee Justice

Lee Lee Justice
Lead Negotiator

2.7.23

Date:

For the District:

Keith Ragsdale

Keith Ragsdale
Assistant Superintendent, HR

2/7/2023

Date:

Michelle Jones

Michelle Jones
Executive Director, HR

2/7/2023

Date:

MEMORANDUM OF UNDERSTANDING
Between
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
And
SAN RAMON VALLEY EDUCATION ASSOCIATION

Difference Pay for Certificated Employees on Leave of Absence
During the 2021-22 School Year

The San Ramon Valley Unified School District (referred to herein as "the District") and the San Ramon Valley Education Association (referred to herein as "the Association") collectively referred to herein as "the parties", recognize that the COVID-19 Pandemic has presented significant challenges for all school districts in the state of California related to hiring qualified certificated substitute teachers and filling daily substitute positions, including the San Ramon Valley Unified School District.

In response to these challenges and in order to ensure the District's competitiveness with surrounding school districts in the area, the San Ramon Valley Board of Education took action on August 3, 2021 to increase the daily rate of pay for certificated substitute teachers a minimum of \$175 per day, effective August 10, 2021 for the 2021-22 school year.

Under normal circumstances, increasing the rate of pay for substitute teachers impacts the salary paid to certificated employees on leave who are compensated at a "sub differential" rate which is defined as the difference between their per diem rate of pay and the per diem rate paid to the substitute teacher who replaces them.

During the 2021-22 school year, certificated employees on leave will not bear any additional adverse financial impact in response to the Board's action to increase the daily rate of pay for certificated substitutes.

As such, the "differential pay" for certificated employees on leave of absence will be based upon the substitute pay rates in effect prior to March 31, 2021 for the 2021-22 school year.

The parties mutually agree that the provisions outlined herein become effective immediately, will be considered non-precedent-setting, and will sunset on June 30, 2022 unless extended and/or modified by mutual agreement. All of the provisions of this MOU are subject to the negotiated grievance process including binding arbitration.

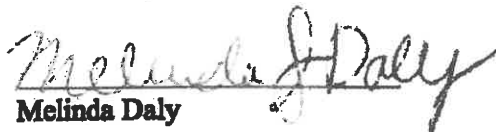
The signatures below acknowledge full understanding of and agreement with the terms above.

For the ASSOCIATION:



Laura Finco
SRVEA President
8/13/2021

Date



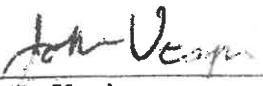
Melinda Daly
SRVEA Vice-President
8-13-2021

Date



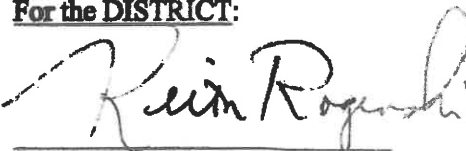
Dee Dee Judice
SRVEA Negotiations Co-Chair
8-13-2021

Date



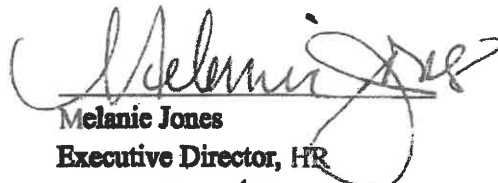
John Vespi
SRVEA Negotiations Co-Chair

For the DISTRICT:



Keith Rogenski
Assistant Superintendent, HR
8-13-2021

Date



Melanie Jones
Executive Director, HR
8-13-2021

Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION**

**Elementary General Education
Combination Class Support MOU**

The San Ramon Valley Unified School District ("District") and the San Ramon Valley Education Association ("Association"), collectively referred to herein as "the parties," mutually agree, the District will make every effort to avoid creating elementary combination classes, when possible. The parties also recognize the unique challenges involved in teaching general education combination classes at the elementary level and the importance of professional support for teachers assigned to instruct in such classrooms in ensuring the greatest potential success for teacher and students alike. In such recognition, the parties mutually agree to the pilot implementation of the following philosophical best practices, standard supports, and support options during the 2023-24 and 2024-25 school years:

Philosophical Best Practices:

- As the instructional leader, the Principal will play a pivotal role in setting a positive tone within the school and community to ensure that elementary combination classes are embraced and supported.
- Principals will attend Back To School Night for combination classes.
- Grade level teams at each school will be actively encouraged to support colleagues assigned to teach combination classes through collaboration and the sharing of lesson plans and curriculum.
- Collaboration opportunities will be made available for staff at both grade levels to which combination classes are assigned.
- In order to address master scheduling challenges, one (1) additional prep section will be allocated to a school site for each combination class to provide grade-specific instruction as appropriate.

Standard Supports: Each teacher assigned to teach a combination class will be provided the following supports:

- A substitute teacher will be provided for field trips (per request and availability).
- When possible, reduced yard supervision duties will be assigned.
- Teachers will have the option of utilizing one (1) collaboration day per month to collaborate with combo teacher peers at the school site and/or across the district.
- Teachers will be provided an option of one summer (1) planning day and will be compensated at Curriculum Development/In-Service stipend rate, \$250 full day or \$125 half-day (up to 4 hours).
 - For the 2023-24 school year, in lieu of the summer planning day, teachers may submit a request for up to five (5) hours of extra pay.

- Site administrator will meet with combination class teacher(s) to consult regarding assigned preparation periods.
 - In the event the combo class is added late, after July 15, the site administrator will make every effort to support combo teacher(s) with assigned prep period requests, to the extent possible.

Support Options: In addition to the above standard supports, each teacher assigned to teach a combination class may select one (1) of the following additional support options:

- Five (5) hours per week of para educator time assigned to the combination teacher/classroom, if staffing is available.
- One additional, 50-minute preparation period per week.
- Teacher(s) that have selected the five (5) hours of paraeducator time or the 50-minute preparation period per week may not change the support option, mid year, if the position has already been filled.
- Beginning in the 2024-25 school year, an annual stipend in the amount of \$3,000 of which \$1,500 to be paid in December and \$1,500 to be paid in June.

Each of the standard supports and support options included above will be funded by the District. The parties agree that the provisions outlined herein will become effective as soon as possible following execution of this MOU, will be considered non-precedent-setting, and will sunset on June 30, 2025 unless extended and/or modified by mutual agreement. All provisions of this MOU are subject to the negotiated grievance procedure, including binding arbitration. The signatures below acknowledge full understanding of and agreement with the terms above.

For the Association:



Laura Finco
SRVEA President

10/26/2023
Date



Melinda Daly
SRVEA Vice-President

10-26-23
Date



Dee Dee Judice
Bargaining Chair

10-26-23
Date

For the District:



Melanie Jones
Assistant Superintendent, HR

10/26/2023
Date



Keri Van de Star
Director, Certificated HR

10/26/2023
Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION**

**Mainstreaming of SDC Students in TK-5 General Education Classes
During the 2022-23, 2023-24 & 2024-25
School Years**

The San Ramon Valley Unified School District ("District") and the San Ramon Valley Education Association ("Association"), collectively referred to herein as "the parties," acknowledge the value and importance of, and support, the mainstreaming of identified Special Day Class (SDC) students in the general education setting to provide for the social and academic development of all learners and to ensure all students are educated in the least restrictive environment.

In acknowledgement and support of the above, the parties agree to the following provisions for the mainstreaming of SDC students in Transitional Kindergarten through 5th Grade classes across the District during the 2022-23, 2023-24 and 2024-25 school years:

1. SDC students will be mainstreamed in general education classrooms based upon their documented IEP goals and services to best support their unique needs.
2. Definitions:
 - a. Mainstreaming: Students with IEPs spending time with general education peers per their IEP on a consistent, ongoing, scheduled basis. The students remain rostered in the special education teacher's class.
 - b. Full Inclusion: Students with IEPs are rostered in the general education classroom and receive support from a special education teacher.
3. SDC students will be equitably distributed amongst the classrooms at each grade level, subject to #1 above, as determined by a site team, comprised of the site administrator and the affected bargaining unit members. SDC students will be assigned and begin mainstreaming into the general education classroom per the individual student's IEP.
4. For the 2022-23 school year, TK teachers who educate and support general education and SDC students who regularly mainstream in the teacher's individual classroom shall be paid a flat monthly stipend for classroom overages using the following tiered schedule in #5 below.
 - a. Beginning in the 2023-24 school year, one space per SDC TK student will be held for mainstreaming in the general education TK classroom for each SDC student.
 - b. General education TK classes that mainstream SDC students will be staffed with one (1) early childhood paraeducator to ensure mainstreaming space in the general education classroom.
5. General education classroom teachers at the K-5 grade levels, excluding preparation teachers, who educate and support more than 24 students in Grades K-3, or 29 students in Grades 4-5, including general education students and SDC students who regularly

mainstream in the teacher's individual classroom shall be paid a flat monthly stipend, using the following tiered schedule.

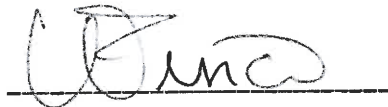
- a. SDC student(s) who are 'regularly mainstreamed' into the general education classroom, are mainstreamed on a consistent, ongoing, scheduled basis.

# of students mainstreaming in general education class above the class size maximum	Monthly Stipend Amount
1-3 students	\$250.00
4-6 students	\$350.00

6. The stipend above shall be calculated on a monthly basis and paid to unit members twice per year, once in January for the period August - December, and once in June, for the period January - June.

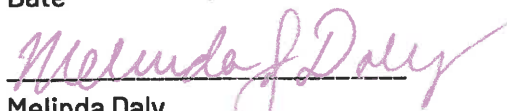
The signatures below acknowledge full understanding and agreement with the provisions contained above. This MOU will expire in full and without precedent on June 30, 2025, unless extended or revoked by mutual written agreement. All provisions of this MOU are subject to the grievance procedures up to and including binding arbitration.

For the Association:



Laura Finco
SRVEA President

5/22/2023
Date

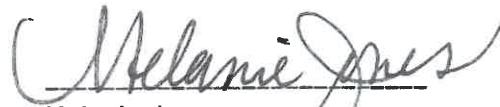

Melinda Daly
SRVEA Vice-President

5/22/2023
Date


Dee Dee Judice
SRVEA Negotiations Chair

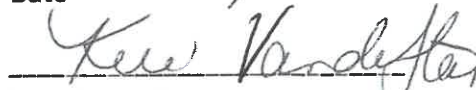
5/22/23
Date

For the District:



Melanie Jones
Assistant Superintendent, HR

5/22/2023
Date


Keri Van de Star
Director, HR

5/22/2023

MEMORANDUM OF UNDERSTANDING
Between
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
And
SAN RAMON VALLEY EDUCATION ASSOCIATION

Site-Based Credit Recovery

The San Ramon Valley Unified School District (referred to herein as "the District") and the San Ramon Valley Education Association (referred to herein as "the Association"), collectively referred to herein as "the parties", recognize the importance of maximizing opportunities for high school students to succeed academically and to satisfy the requirements for high school graduation included in Board Policy. The parties also acknowledge that not all high school students are academically successful on their first attempt in their courses of study, and that on occasion, they become deficient in the number of credits earned toward high school graduation and need opportunities to address credit deficiencies to graduate on time with their peers.

In recognition of these circumstances, in addition to continuing the Extended Day option for students requiring credit recovery at Venture School, the parties mutually agree to the following provisions to implement a site-based credit recovery option for high school students at each of the District's four comprehensive high schools:

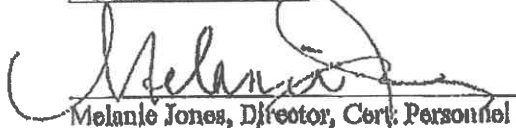
1. The online learning program, *Edgenuity*, will be piloted at the four comprehensive high schools. This pilot will be available as an alternative option for students seeking credit recovery.
2. Students participating in the pilot program will be monitored by an Association Member who serves as a Credit Recovery Progress Supervisor.
3. All assessments performed by the students participating in *Edgenuity* will be supervised by the Credit Recovery Progress Supervisor on campus in order for the student to receive course credit.
4. Credit Recovery Progress Supervisors shall be paid a minimum of twenty (20) hours per semester at the prevailing certificated hourly service rate for the hours of supervision outside of the Collective Bargaining Agreement Hours of employment (Article XI).
5. Vacancies for Credit Recovery Progress Supervisor will be posted along with the job description and selections of staff will be made consistent with the provisions of Article XIII of the CBA. Credit Recovery Progress Supervisor vacancies will be posted at the beginning of each school year. No individual will serve in this capacity for more than four (4) continuous semesters unless there is an insufficient number of applicants for the position.
6. The duties and responsibilities of the Credit Recovery Progress Supervisor will be as provided in the attached position description.

The parties agree that the provisions contained herein will become effective immediately, will be considered non-precedent setting, will be subject to the grievance procedure, and will sunset on June 30, 2020 unless extended and/or modified by mutual agreement.

The District and SRVEA will develop a committee to explore the options and best practices of credit recovery. Members of the committee will include administrators and a majority of SRVEA members.

The signatures below acknowledge full understanding of and agreement with the terms above.

FOR THE DISTRICT:


Melanie Jones, Director, Core Personnel

3/6/19
Date

FOR THE ASSOCIATION:


Rob Gendron, Lead Negotiator

3/6/19
Date

MEMORANDUM OF UNDERSTANDING
Between
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
And
SAN RAMON VALLEY EDUCATION ASSOCIATION

2023 Summer School Program

The San Ramon Valley Unified School District (referred to herein as “the District”) and the San Ramon Valley Education Association (referred to herein as “the Association”) collectively referred to herein as “the parties”, mutually agree with the importance of providing students with Summer School and Extended School Year (ESY) programs to provide additional learning opportunities and support beyond the regular school year for General and Special Education students in Preschool and Grades TK through Adult Transition is critical, and as such, the parties hereby agree as follows:

1. **Programs:** The District will determine program and course offerings for the summer school and ESY program in consultation with the Association.
 - a. **Instructional Model:** General Education, Grades K-12, students will be provided in-person instruction.
 - b. **General Education, Grades K-12 (Sample Schedule Below):** Unit members will be assigned to provide up to (4) four hours of in-person instruction.
 - c. The Math Advancement Program (MAP) will be offered to students in Grades 6-8 for the purposes of advancement in Math.
 - i. Each unit member assigned to MAP will support up to a maximum of 450 students and manage the Edgenuity platform as follows:
 - Oversee student progress and review student grades
 - Provide notification to students/parents on a regular basis on student progress towards meeting the course completion date and earning a passing grade for the course.
 - Be available to students and parents for information and technical support.
 - ii. MAP will utilize a feature in the Edgenuity online platform that provides students and parents access to student’s progress throughout the course.
 - iii. The District will communicate the expectations and details of MAP to staff, students and parents.
 - iv. Upon completion of MAP, teachers will send a District approved communication to students and parents and include the student’s proficiency and recommendation for advancement.
 - d. ESY shall be offered as follows:
 - SDC Preschool: (2) two sessions per day for a total of (4) four hours, in-person
 - Adult Transition and REACH Program: (3.5) three and a half hours per day, in-person
 - TK-12 SDC will follow general education schedule

e. **Supply Reimbursements**

- i. The funding for additional supplies necessary to support the curriculum will be available to each unit member, \$175, subject to the advanced approval of the summer school administrator.

2. **Instructional Calendar**

- a. ESY: June 12, 2023 - July 10, 2023
- b. Elementary & Middle School: June 12, 2023 - July 10, 2023
- c. High School
 - i. Session 1: June 12, 2023 - July 10, 2023
 - ii. Session 2: July 5, 2023 - July 24, 2023
- d. There will be no school for students and staff on June 19, 2023, July 3, 2023, and July 4, 2023.

3. **Tentative Summer School Program Schedule:**

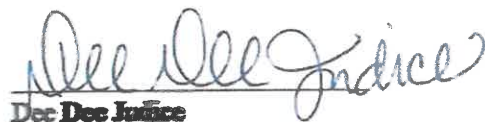
Program	Dates	Sessions	Hours
ESY: SDC Preschool Sites: TBD	June 12 - July 10 No School 6/19 No School 7/3-7/4	1 Session	AM Class 8:00 AM - 10:00 AM PM Class 10:05 AM- 12: 05 PM
ESY Elementary Sites TBD	June 12 - July 10 No School 6/19 No School 7/3-7/4	1 Session	8:00 AM - 12:30 PM
ESY (MS/HS) Sites TBD	June 12 - July 10 No School 6/19 No School 7/3-7/4	1 Session	8:00 AM- 12:30 PM
ESY: Adult Transition/ Reach Del Campus	June 12 - July 10 No School 6/19 No School 7/3-7/4	1 Session	9:00 AM-12:30 PM
Elementary Summer School Sites TBD	June 12 - July 10 No School 6/19 No School 7/3-7/4	1 Session	8:15 AM - 12:45 PM
Middle School Summer School Site TBD	June 12 - July 10 No School 6/19 No School 7/3-7/4	1 Session	8:30 AM - 1:00 PM

Math Advancement Program (MAP)	May 7 - July 25	1 Session	Self-paced, online
High School Summer School Site TBD	Session 1: June 12 - June 30 No School 6/19 (14 days) Session 2: July 5 - July 24 (14 days)	2 Sessions	8:30 AM - 1:00 PM

The parties mutually agree that the provisions outlined herein become effective immediately, will be considered non-precedent-setting, and will sunset on July 30, 2023, unless extended or modified by mutual agreement. All provisions included herein shall be subject to the negotiated grievance procedure up to and including binding arbitration.

The signatures below acknowledge full understanding of and agreement with the provisions included herein.

For the ASSOCIATION:


Dee Dee Justice

Negotiating Chair

2-2-23

Date:

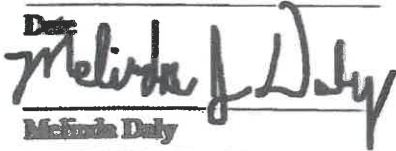


Laura Finco

SKVEA President

2/2/2023

Date:



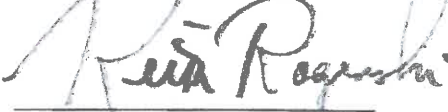
Melinda Duly

SKVEA Vice-President

2/2/2023

Date:

For the DISTRICT:



Keith Roginski

Assistant Superintendent, HR

2/2/23

Date:



Melanie Jones

Executive Director, HR

2/2/2023

Date:



Keri Van de Star

Certificated Director, HR

2/2/23

Date:

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION**

**Temporary Measures for Filling
Vacant Certificated Special Education Positions**

The San Ramon Valley Unified School District ("District") and the San Ramon Valley Education Association ("Association"), collectively referred to herein as "the parties," mutually recognize the national teacher shortage has created significant challenges for California School Districts, including the San Ramon Valley Unified School District in hiring qualified teachers in hard to fill positions, particularly in Special Education. Despite the District's highly focused, strategic efforts in filling vacant positions in preparation for the 2023-24 school year a number of certificated positions remain unfilled.

In recognition of the above, the parties mutually agree, the District may contract with non-public agencies to provide credentialed educators for vacant Special Education Day (SDC) classes, Resource classes, School Psychologist and Speech-Language Pathologist (SLP), Assistive Technology Specialist (AT/AAC), Orientation and Mobility Teacher (OMT) and Adaptive Physical Education Teacher (APE) and Teacher of the Visually Impaired (TVI) and Deaf and Hard of Hearing Teacher (DHH) positions during the 2023-24 school year with the following provisions:

- 1) An updated list of sites and positions utilizing non-public agencies will be provided monthly, notating virtual versus in-person personnel.
- 2) Each classroom assigned with a virtual teacher (SDC/Resource) will be assigned one certificated substitute.
- 3) Paraeducator(s) will be assigned to SDC/Resource classes based upon student IEP's and schedules.
- 4) The district will solicit current SPED bargaining unit members to cover unfilled positions by accepting additional FTE (i.e. over FTE).
- 5) The District will solicit volunteer psychologists to be added to an "On Call List" to provide in-person support to sites with virtual psychologists.
 - a) The "On Call List" will be provided to staff at the affected school sites.
 - b) Service providers will be compensated at the period substitution rate for preparation time that is missed when supporting a school site.
 - c) In the event that the psychologist's workload is impacted as a result of providing additional support and necessitates the psychologist work additional hours beyond the workday, the psychologist may request additional hours from the Director of Special Education.
 - i) The additional hours will be compensated at the psychologist's per diem hourly rate.
- 6) The District will continue its due diligence in recruiting to fill these vacant positions and will maintain the job postings on Edjoin until the positions are filled.
- 7) The parties will meet to negotiate provisions to address the SPED staffing shortage and attrition rate of certificated SPED employees no later than December 1, 2023.

This MOU will expire in full and without precedent on June 30, 2024, unless extended or revoked by a mutual written agreement. All provisions of this MOU are subject to the grievance procedures up to and including binding arbitration.

For the Association:

Laura Finco

Laura Finco
SRVEA President

9/28/2023
Date

Melinda Daly

Melinda Daly
SRVEA Vice-President

9/28/23
Date

Dee Dee Judice

Dee Dee Judice
Lead Negotiator

9-28-23
Date

For the District:

Melanie Jones

Melanie Jones
Assistant Superintendent, HR

9/28/2023
Date

Keri Van de Star

Keri Van de Star
Director, HR

9/28/2023
Date

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION**

**Vice Presidential Service Leave
2021-22 School Year**

The San Ramon Valley Unified School District (SRVUSD) and the San Ramon Valley Education Association (SRVBA), collectively referred to as "the parties", hereby agree to the following additional provisions for Association Leave during the 2021-22 school year. All other provisions of Article XVI remain in full force and effect.

Association Leave:

1. Association Vice President's release time:
 - a. The District shall grant up to full-time release for the Association Vice-President upon request.
 - b. The Association Vice-President shall receive compensation and benefits as though s/he were a regular full-time employee of the District.
 - c. The Association Vice-President shall be advanced on the salary schedule as though s/he had been a regular full-time employee.
 - d. The Association shall reimburse the District for all salary and benefit costs in an amount equal to the rate of the lowest paid temporary employee in the District as of the first day of school annually.
 - e. The Association Vice-President shall have the right to return to the exact position and school s/he left prior to receiving the Association Leave.

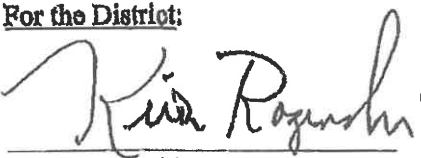
The Above provisions shall be considered non-precedent setting and be subject to the grievance procedure, up to and including binding arbitration. Unless extended or otherwise modified beforehand, this MOU shall sunset on June 30, 2022 and shall automatically revert to existing language in Article XVI, Section O.1.a.-f. Of the CBA between San Ramon Valley Unified School District and San Ramon Valley Education Association.

The signatures below acknowledge full understanding and agreement with the provisions included above.

For the Association:


Laura Finco
SRVBA President

For the District:


Keith Rogenski
Assistant Superintendent, HR

MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
AND
SAN RAMON VALLEY EDUCATION ASSOCIATION

10/28/2021
Date

Melinda J. Daly
Melinda Daly
SRVEA Vice-President

10/28/2021
Date

Dee Dee Judice
Dee Dee Judice
SRVEA Negotiations Co-Chair

10-28-21
Date

John Vespi
John Vespi
SRVEA Negotiations Co-Chair

10/28/2021
Date

10/28/2021
Date

Melanie Jones
Melanie Jones
Executive Director, HR

10/28/2021
Date

Keri Van de Star
Keri Van de Star
Director, HR

10/28/2021
Date