

**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.

Step 1		Step 2		Step 3		Step 4		Step 5	
Month	Hourly	Month	Hourly	Month	Hourly	Month	Hourly	Month	Hourly
<b>Bus Drivers (0920)</b>									
\$3886	26.35	\$4302	27.67	\$4718	29.05	\$5134	30.50	\$5550	32.02
<b>Delegated Behind-the-Wheel Trainer (9712)</b>									
\$4080	27.67	\$4517	29.05	\$4974	30.50	\$5391	32.02	\$5827	33.62
<b>School Bus Driver Instructor (0904)</b>									
\$4274	29.05	\$4732	30.50	\$5190	32.02	\$5647	33.62	\$6105	35.22

2. The current placement and movement between steps as prescribed in Article 6, Salary Step Placement, section 6.11.8.3, Appendix A, Rules and Regulations of the Salary Schedule 1.1 Experience Credit and 6 Reallocation of Class to a Higher Salary Range will be suspended until January 1, 2024. Staff will be placed and will move between steps according to the terms below.
  - Current employees will be placed at Step 2 of the new salary range.
  - Bus Drivers, Delegated Behind-the-Wheel Trainers, and School Bus Driver Instructors hired after December 1, 2022 will begin their employment with the District at Step 1.
  - The movement between steps of the new salary ranges will require each new employee to begin at Step 1 and progress to the next steps after they have completed 12 months in the previous step.

- At no time shall a newly employed Bus Drivers, Delegated Behind-the-Wheel Trainer, or School Bus Driver Instructor move past employees hired before December 1, 2022.

**For the District**

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Jorge A. Aguilar

**For SEIU 1021**

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Karla Faucett

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