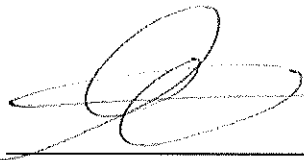
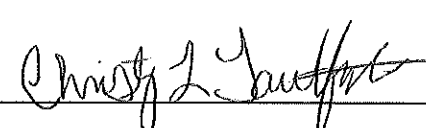
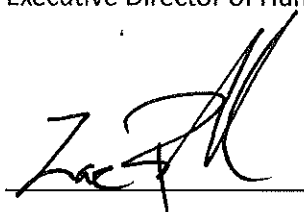
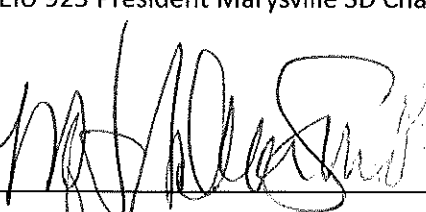


Memorandum of understanding (MOU) between the  
Marysville School District 25 and SEIU 925,  
which outlines an agreement related to 2 Additional limited Personal  
Days for 10-month employees during the 2023-2024 year.

19.1.2 Wages 2023/2024: Effective September 1, 2023, the wage schedules for the SEIU 10-month bargaining unit shall be improved by 3.7%, inclusive of the IPD inflationary rate, to the Step 1 rate, and each step shall be two (2%) percent above the previous step on the wage schedule.

In addition to the wage schedule, there will be an additional day of training embedded within the school year for the purpose of equity training. Paras, Security and Nurses will participate in building-level trainings on early-release Fridays. A plan will need to be developed for Food Service and Transportation that equates to one (1) day within the school year. The plan will be shared in Labor Management prior to being communicated to staff. In the event the training needs to be held outside of contracted hours, employees will be paid at the regular rate of pay.

Two (2) additional Limited Personal Leave days will be added to the two (2) days outlined in Section 7.8 Personal Leave, for a total of four (4) Limited Personal Leave days granted to each employee for SY '23'24. If an employee cannot use this leave they will have the option to "cash out" this leave. Cashing out means that they can receive monetary compensation or payment in lieu of taking the personal leave. See attached MOU from November 2023.

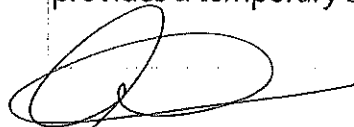
 _____	16 May 2024	 _____	5-16-24
Alvin Cooper Executive Director of Human Resources	Date	Christy Tautfest SEIU 925 President Marysville SD Chapter	Date
 _____	5/20/24	 _____	5-17-2024
Dr. Zac Robbins Superintendent	Date	Maria Arellano-Smith SEIU 925 Organizer	Date

# Memorandum of Understanding (MOU) between the Marysville School District 25 and SEIU 925,

which outlines an agreement related to Safe Schools training for employees during the  
2023-2024 year. Here's a summary of the key points:

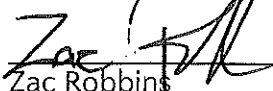
1. **Safe Schools Training Requirement:** All employees are required to complete Safe Schools training. This training is typically related to safety and security procedures in schools.
2. **Limited Personal Leave:** Employees who have already completed the required Safe Schools training off the clock will be awarded limited personal leave for the 2023- 2024 school year. This personal leave is intended as a recognition of their completion of the training outside working hours. Employees who are awarded limited personal leave as recognition for completing the required Safe Schools training and cannot use this leave will have the option to "cash out" this leave. Cashing out means that they can receive monetary compensation or payment in lieu of taking limited personal leave.
3. **Scheduling for Untrained Employees:** For employees who have not completed the required Safe Schools training they will be scheduled by the administration for training on Fridays. This means they will receive dedicated time during their work hours to complete the required training. Employees who work 3 hours or less per day will be able to timesheet their training. This means employees can submit a timesheet for the time needed to complete required safe school training not to surpass 4 hours for returning staff and 6.75 hours for new staff. *Once all training is completed, the total hours worked are to be submitted on one timesheet. Please indicate "Safe Schools Training" in the reason section.*
4. **Training Deadline Extension:** The training deadline has been extended through December 8, 2023. This extension provides additional time for employees to meet the Safe Schools training requirement.
5. **Scheduling for Untrained Employees for USDA:** Food service employees who have not completed the USDA-required training will be scheduled by the administration for training. This means they will receive dedicated time during their work hours to complete the required six (6) credits for food service associates and ten (10) credits for kitchen assistant managers and kitchen managers. The training deadline is May 31, 2024.

This MOU is an agreement between the Marysville school district and the SEIU 925 labor union, aimed at ensuring that all employees receive the required Safe Schools training within the specified timeframe, with provisions for those who have already completed it and those who haven't. It also provides a temporary solution for limited personal leave for the 2023-2024 academic year.

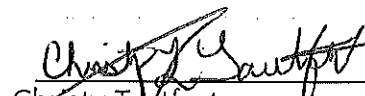
  
Alvin Cooper  
Executive Director of Human Resources

7 NOV 2023  
Date

Executive Director of Human Resources

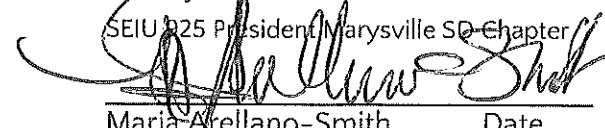
  
Zac Robbins  
Superintendent

11/7/23  
Date

  
Christy Tautfest  
SEIU 925 President, Marysville SD Chapter

11-7-23  
Date

SEIU 925 President, Marysville SD Chapter

  
Maria Arellano-Smith  
SEIU 925 Organizer

11/7/23  
Date