

Memorandum of Understanding (MOU)
between
Pajaro Valley Unified School District (PVUSD)
and
Santa Cruz City Schools (SCCS)

Santa Cruz City Schools (SCCS) agrees to transfer the SCCS adult school program to Pajaro Valley Union School District (PVUSD) and PVUSD agrees to accept this program in accordance with Education Codes 44847 and 44929.28. PVUSD agrees to provide adult education services in the SCCSD service area. SCCSD agrees to provide PVUSD the revenues it receives for the purpose of providing an adult education program in its service area commencing on July 1, 2016.

Program Agreement

PVUSD commits to maintain current programs in the SCCS attendance area provided that funding is not reduced, and will expand programs equitably when additional resources are available for adult education. In the event of a reduction in funds, programs should remain proportional in each district except when the reduction is due to a reduction in the enrollment of students.

Wages and Benefits for Certificated Employees

PVUSD shall offer employment contracts to the certificated Adult Education teachers employed by SCCS with an effective employment date of July 1, 2016. Those certificated Adult Education teachers currently employed by SCCS shall be placed on the Watsonville/Aptos Adult Education (WAAE) salary schedule in accordance with the applicable rules and collective bargaining agreement as may apply PVUSD WAAE teachers. Teachers transferring from SCCS's adult education program will be eligible for all benefits as may be enjoyed by WAAE teachers. Future salary and benefits will be governed by the Collective Bargaining Agreement (CBA) between PVUSD and Pajaro Valley Federation of Teachers (PVFT).

Classified Employees

SCCS classified employees currently assigned to the SCCS Adult Education program will continue as employees of SCCS and will retain their current assignments. PVUSD will reimburse SCCSD the cost of these employees per this MOU. PVUSD will evaluate and supervise these classified employees with the input it solicits and receives from SCCS. Classified employees hired into the Adult Education program on or after July 1, 2016, shall be employed by PVUSD and shall be employees of PVUSD.

New, additional and replacement classified employees assigned to the Adult Education program will be employees of PVUSD. No classified employees of SCCS may "bump" into the Adult Education program after the effective date of this agreement.

District Seniority of Certificated Employees

The combined Adult Education programs of SCCS and PVUSD will be considered one program. There will be one seniority structure as defined by Education Code and the applicable Collective Bargaining Agreement of PVUSD (CBA). Years of service earned at SCCS will qualify for PVUSD pre-retirement benefits as described in the CBA.

Site Seniority and Teaching Assignments of Certificated Employees

All teachers, Permanent, Probationary and Temporary, will retain their 2015-16 teaching assignments except as provided otherwise in the CBA and this MOU, within the scope of their certificates, for the 2016-17 school year. Site seniority will be recognized to allow former employees of SCCS to continue working in the service area of SCCS and to allow employees of PVUSD to continue working in the service area of PVUSD. The Site Seniority date will be the same as the Date of Hire. Higher Site Seniority, either the SCCS service area or the PVUSD service area, rather than individual school sites, shall entitle an employee to first choice for any changes in assignment. Site Seniority of Permanent teachers will earn a higher priority than the Site Seniority of Temporary teachers.

Teachers hired after the effective date of this agreement will not have any Site Seniority and may be assigned as provided in the CBA.

Leases

SCCS will provide PVUSD with the same government school facilities at the same financial terms as they were provided to the SCCS adult education program in 2015-16, including pre-schools. PVUSD will assume responsibility for any commercial leases.

Maintenance of facilities

SCCS will continue to maintain facilities used by the Adult Education program in the SCCS service area as long as they are being used by the PVUSD Adult Education Program. PVUSD will reimburse SCCS the cost of providing this service via purchase order or subcontract, including but not limited to maintenance and custodial costs as well as repairs.

Office Equipment and Furniture

A fair share of the lease costs of printers/copiers and other similar office equipment used by the Adult Education program that are currently paid by SCCS will be reimbursed by PVUSD via purchase order or subcontract. Desks and chairs and file cabinets and other office furniture/equipment owned by SCCS will remain the property of SCCS but will be made available for the use of the Adult Education program being transferred to PVUSD for the duration of PVUSD operating the program on behalf of SCCS at no cost. Should any furniture or equipment no longer be required PVUSD will notify SCCS for disposition. PVUSD will be responsible for any replacement and or repairs of any equipment effective July 1, 2016. The

SCCS chief fiscal officer and the PVUSD chief fiscal officer shall meet and agree upon a list of leases that are subject to this paragraph. Furniture and equipment belonging to SCCS that PVUSD does not wish to use in the Adult Education program will be removed from the facility by SCCS upon the request of PVUSD.

Telephones

SCCS telephone system associated with the Adult Education program will continue to be provided and maintained by SCCS. The cost of doing so will be reimbursed to SCCS by PVUSD via purchase order or subcontract. SCCS telephone system and/or telephone numbers may be changed to PVUSD telephone system and/or telephone numbers by future agreement between SCCS and PVUSD.

School calendar

WAAE calendar shall apply to the combined Adult Education program. Calendar changes for any particular class or location may be negotiated on a case-by-case basis.

Membership in the Santa Cruz Adult Education Consortium (SCAEC)

Both SCCS and PVUSD will remain voting members of SCAEC and both agree to cooperate in the implementation of this MOU. SCCS will also maintain membership and be represented on the ABEG Steering Committee

Exclusive representative

In accordance with the Education Employment Relations Act, the PVUSD and SCCS recognizes the PVFT as the exclusive representative for the certificated employees transferring to PVUSD.

PVUSD and SCCS recognizes CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER 132 (CSEA) as the exclusive representative of any classified employees of PVUSD assigned to its Adult Education program.

Dated: 6/21/16, 2016

Santa Cruz City Schools

Pajaro Valley Unified School District

Kris Munro, Superintendent

Dorma Baker
Dorma Baker, Superintendent