

BOARD COUNTER PROPOSAL #1

June 20, 2018

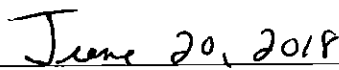
MEMORANDUM OF UNDERSTANDING  
SRP Compensation Committee

The Board and the Union agree that qualified SRP are essential to the success of the District and that adequate compensation is an integral factor in the recruitment and retention of SRP. With the creation of new salary ranges for all SRP job categories effective July 1, 2017, Therefore the parties agree to continue the SRP Compensation Committee to review and make any identified recommendations for improvement assess how this new compensation program is working. The Committee will also continue to study the feasibility and potential impacts regarding, but not limited to the following:

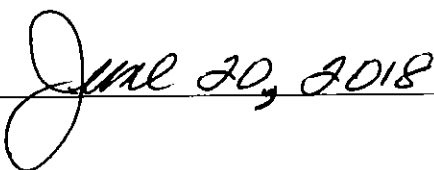
- Prorated, year-round pay
- Other payroll options
- Pay calendars and pay dates
- Crediting of experience on the salary schedules
- Levelized pay for bus drivers and transportation assistants
- Salary schedule consolidation
- Compensation for job-related training and certifications
- SRP attendance incentives
- Conducting a pay study of the entire SRP unit

The SRP Compensation Committee will be comprised of the Superintendent or his/her designee, the Union President or his/her designee, and other members mutually agreed upon by both the Superintendent and the Union President. The committee will be responsible for developing a meeting schedule, but will meet at a minimum of once per semester quarter. All recommendations of this committee will be made to the Superintendent and Union President by May 1<sup>st</sup>.

  
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For the Board

  
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Date

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
Date