

To All SMMUSD /SEIU Local 99 Members:

We hope this email finds you and your families doing well.

Over the past few months, the SEIU/ SMMUSD Bargaining Team and the District have been negotiating hero pay. On June 2, 2021 we reached a tentative agreement and we are submitting to the membership for a vote.

Memorandum of Understanding Between SEIU 99/ SMMUSD

Hero Compensation June 2, 2021

In recognition of the unique challenges of the school year and the commitment and dedication from classified employees, the District shall provide unit members Hero Compensation according to the following:

1. A unit member is compensated based on full-time equivalency:

FTE < 50% =	\$1,500
50% ≤ FTE < 75% =	\$1,750
75% ≤ FTE ≤ 100% =	\$2,000

2. A unit member is compensated who meets the following criteria:

- a. Is currently employed as of the date of this agreement and is a permanent employee effective on or before June 30, 2021; or,
- b. Accepted a temporary assignment in Child Development Services (CDS) during the 2020 – 2021 school year, to be compensated at the highest FTE assignment. A CDS unit member on a reemployment list (not reemployed as of the date of this agreement) who accepts a fall 2021 assignment is eligible for compensation of \$1,000 after working through October 31, 2021; or,
- c. Is an active employee who had a leave of absence during the 2020 – 2021 school year of less than 50% of their assignment. A unit member who worked less than 50% of their assignment, but more than 10%, is to receive \$1,500. Unit members who worked 10% or less of their assignment are not eligible for this compensation; or,
- d. Is a substitute employee serving in a long-term assignment fulfilling the duties of a regular unit member.

3. Unit members who believe they have been incorrectly assigned to a tier may appeal the determination to the Assistant Superintendent, Human Resources. The Assistant Superintendent will review the request and make a determination, which shall be final.

Voting Instructions

Due to the current pandemic we have elected to hold an electronic vote. Please be sure to follow and read these instructions carefully to ensure your vote is counted.

To vote you must meet all of the following:

1. Be an active dues-paying member of SEIU Local 99 in good standing* OR sign-up online at <https://www.seiu99.org/join/> fill out and submit a new membership card**, AND;
2. Provide a district-issued email address.
3. Follow the link below or scan the QR code with your camera and successfully complete the online voting form.
4. Submit your vote.

<https://bit.ly/2Sizd7a>



* ---- All voter's membership status will be verified before your vote is counted.

**---- If you are unsure of your membership status check your most current paystub for an SEIU DUES deduction or sign-up online and recommit to your membership.

All votes must be submitted by:

6:00pm Friday, June 11, 2021

Thank you for your membership and for all you do for our students. It has been an extremely difficult and challenging year. We couldn't have done it without you. Have a great last few days of school, stay safe, and we look forward to seeing you all very soon.

In Solidarity,

Chris Mock, Chief Steward
and the

SEIU/SMMUSD Bargaining Team

Julie Bechtloff, Jeff Davis, Cindy Johnston, Chancy Jones, Isabel Martinez, Jessica Martino,
Pete Patterson, and Kathy Yates