MEMORANDUM OF UNDERSTANDING

BETWEEN

MONTAGUE CHARTER ACADEMY FOR THE ARTS AND SCIENCES

&

SEIU-MCA

FOR ONE-TIME BONUS PAYMENTS TO CLOSE COMPENSATION REOPENERS

FOR THE 2020-2021 AND 2021-2022 SCHOOL YEARS

March 16, 2023

THIS AGREEMENT is made and entered into by and between the Governing Board of the Montague Charter Academy for the Arts and Sciences ("MCA") or "the Charter School," and Service Employees International Union, Local 99, which together with its officers and representatives will be referred to in this Agreement as "SEIU."

RECITALS:

WHEREAS, MCA is an independent public charter school authorized by the Los Angeles Unified School District; and

WHEREAS, SEIU is the exclusive representative of a bargaining unit comprised of various specified classified employees of MCA; and

WHEREAS, the parties operate pursuant to a recently expired collective bargaining agreement ("CBA") and are in the process of negotiating a successor agreement; and

WHEREAS, the expired CBA provided for reopeners for the 2020-2021 and 2021-2022 school years; and

WHEREAS, MCA will be submitting documents for the renewal of its charter in or about July 2023; and

WHEREAS, MCA cannot provide retroactive salary increases for the 2020-2021 and 2021-2022 school years without revising its audits for those years, which in turn will place its upcoming charter renewal in jeopardy; and

WHEREAS, the Parties desire to provide compensation to recognize the loyalty of current employees who were employed as unit members during the 2020-2022 school years; and

NOW, THEREFORE, in consideration of the promises and the mutual covenants and agreements herein set forth, MCA and SEIU do hereby agree as follows:

AGREEMENT:

1. MCA will provide one-time off-schedule bonuses in the amount of fifteen percent (15%) to current employees who were employed as unit members in the 2020-2021 school year; and
2. MCA will provide one-time off-schedule bonuses in the amount of fifteen percent (15%) to current employees who were employed as unit members in the 2021-2022 school year; and

3. With these bonuses, all reopeners for 2020-2022 school years are closed; and

4. This Agreement does not and will not be interpreted as setting a precedent in any manner.

SIGNATURES:

The parties acknowledge and agree to the above terms including that this Agreement does not and will not serve as a precedent in any manner.

AGREED:

Date: 4/12/2023

Manuel Rangel, Internal Organizing Director
SEIU, Local 99

Richard McLeod, Internal Organizing Manager
SEIU, Local 99

Salvador Torres, Shop Steward
SEIU, Local 99

Enrique Solorio, Bargaining Team Member
SEIU, Local 99

Shaday Rodriguez, Bargaining Team Member
SEIU, Local 99

Date: 4/12/2023

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Jose Sales, Executive Director/Principal
Managua Charter Academy

SUBJECT TO FINAL RATIFICATION AND APPROVAL BY THE PARTIES