

Tentative Agreement by and between Manteca Unified School District and the Manteca Educators' Association Pending Ratification and Board Adoption

The Manteca Unified School District (District) and Manteca Educators' Association (MEA) (collectively referenced herein as the "Parties") enter into this Tentative Agreement on May 13, 2022, to conclude negotiations for the 2022-23 school year, subject to ratification by the Association's membership and approval by the District's Board of Trustees. All certificated employees employed through the 2021-2022 school year shall be covered by this agreement. The Association and District bargaining teams agree to actively support ratification and approval of this Agreement. The Parties agree as follows.

1. The District and MEA agree to continue the March 25, 2019 Tentative Agreement and its side letters into the July 1, 2023 – June 30, 2026 successor Master Agreement, effective July 1, 2023. (attached)
2. The District and MEA agree to revise the above stated Article XII Salaries. "If the bargaining unit's 85% of funded COLA percentage is more than 2%, 2% will be applied towards salary with the remainder applied towards health and welfare benefits, and retro for health and welfare benefits will be cash in lieu. If the bargaining unit's portion of funded COLA is 2% or less, the entire percentage will be applied to Salary," to "MEA will decide the percentage of the allocation to be dedicated towards salary and/or health welfare benefits.
3. A one-time off salary schedule payment of \$5,000 prorated based on ten percent (10%) per month worked in 2021-2022 work year to be disbursed no later than August 15, 2022.
4. For the July 1, 2023, through June 30, 2026, successor Master Agreement both the District and the Association agree to reopen negotiations with all articles for the 2023-24 school year except Salary and Health and Welfare Benefits. For 2024-25 school year and 2025-26 school year the District and the Association agree to reopen negotiations with two articles of their choice of this agreement with the exception of Salary and Health and Welfare Benefits. In addition, other articles may be reopened during the term of this agreement by mutual consent of both parties. Furthermore, the parties agree to conform any additional articles to be changed due to mutually agreed changed in the reopened articles.
5. The District and MEA agree to continue negotiations on Stipends and Ratios during the 2022 – 23 school year. If an agreement is reached between the Parties, the amount to be funded by the District for direct compensation will not exceed \$500,000. If the amount to be funded exceeds the \$500,000 threshold, then the remaining amount will be deducted from the proceeding year's 85% of the funded COLA raise. The changes will be implemented for the 2023 – 24 school year.
6. The District and MEA agree to meet and negotiate If the State changes the funding formula and the change is greater than 3% when compared to funding under the previous formula.

For MEA:



Steve Grant, Lead Negotiator

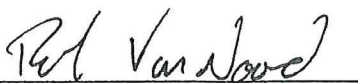
Manteca Educators' Association

For the District:



Roger Goatcher, Deputy Superintendent

Manteca Unified School District



Rob Vannoord, President

Manteca Educators' Association