

**ALBANY UNIFIED SCHOOL DISTRICT  
BOARD AGENDA BACKUP**

**Regular Meeting of May 28, 2024**

**ITEM:                    RATIFICATION OF MEMORANDUM OF UNDERSTANDING  
BETWEEN THE ALBANY UNIFIED SCHOOL DISTRICT AND  
SERVICE EMPLOYEES INTERNATIONAL UNION**

**PREPARED BY:    MARINA GONZALEZ, CHIEF HUMAN RESOURCES OFFICER**

**TYPE OF ITEM:    REVIEW AND ACTION**

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**PURPOSE:**

The purpose of this item is for the Board of Trustees to approve the ratification of the Memorandum of Understanding between the Albany Unified School District (AUSD) and Service Employees International Union (SEIU).

**BACKGROUND INFORMATION:**

Pursuant to Article 8.1 of the SEIU Collective Bargaining Agreement, the District and SEIU agree to the compensation increase provided to unit members of the Albany Teachers Association for the 2024-25 school year. Under the terms of the agreement the parties have agreed that the District will place a three percent (3%) general compensation increase on the salary schedule effective July 1, 2024.

This agenda item is intended to meet the public disclosure requirements of Assembly Bill 1200 (1991/1213) and Assembly Bill 2756 (2004/52). More specifically, AB 2756 amended Government Code Section 3547.5 to provide in part that, "before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including, but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer." [Approved at the December 12, 2023 board meeting.](#)

**STRATEGIC OBJECTIVES ADDRESSED:**



***Objective #3: Communicate and Lead Together. Goal: All stakeholders will collaborate and communicate about decisions that guide the sites and district.***

**RECOMMENDATION: REVIEW AND APPROVE THE RATIFICATION MEMORANDUM OF UNDERSTANDING BETWEEN THE ALBANY UNIFIED SCHOOL DISTRICT AND SERVICE EMPLOYEES INTERNATIONAL UNION**

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**SERVICE EMPLOYEES INTERNATIONAL UNION  
LOCAL 1021 (SEIU)**

**AND**

**ALBANY UNIFIED SCHOOL DISTRICT**

**Salary Increase**

SEIU Local 1021 ("Union") and Albany Unified School District ("District") hereby agree as follows:

1. Salary: The District shall apply a three percent (3%) on-going increase to all active salary schedules for Union classifications effective July 1, 2024.

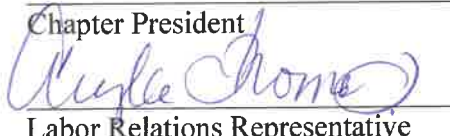
Unit members who are employed by the District on or after July 1, 2024 shall be eligible for this compensation increase and any associated retroactive payments.

This compensation increase is pursuant to Article 8.1 and is responsive to an identical salary increase provided to unit members of the Albany Teachers Association.

For SEIU 1021:

For Albany Unified School District:

Chapter President



Labor Relations Representative

SEIU L. 1021

 5/16/24  
Chief Human Resources Officer