

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE REDLANDS UNIFIED SCHOOL DISTRICT

AND

THE REDLANDS EDUCATION SUPPORT PROFESSIONALS ASSOCIATION/CTA/NEA

This Memorandum of Understanding ("MOU") is entered into by and between the Redlands Unified School District ("District") and the Redlands Education Support Professionals Association/CTA/NEA ("Association").

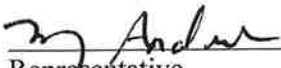
Whereas, the District and the Association (collectively, "the Parties") acknowledge that the current Appendix A-1 Classified Salary Schedule ("Salary Schedule"), of the Collective Bargaining Agreement between the Parties, includes and combines together range and step pay with longevity entitlement pay as articulated in Article 6.7 to formulate the employee hourly rate of pay; and

The Parties acknowledge that the California Public Employees' Retirement System ("CalPERS") has implemented a new requirement, effective July 1, 2024, for the District payroll department to indicate and report longevity pay earnings separately from employee range and step pay earnings; and

The Parties acknowledge that as a result of the new CalPERS requirement, the need exists to reflect the separate indication and reporting on the Salary Schedule.

Now, therefore, it is agreed by and between the Parties as follows:


1. The newly created attached Salary Schedule that indicates and reports longevity pay separately from range and step pay will replace the current Salary Schedule that combines together range and step with longevity pay.
2. All components of the current Collective Bargaining Agreement between the Redlands Unified School District and the Redlands Education Support Professionals Association not addressed by the terms of this MOU shall remain in full effect. This agreement is non-precedent setting.



Representative
Redlands Unified School District

1/14/25

Date



Representative
Redlands Education Support Professionals
Association/CTA/NEA

1-14-25

Date



**REDLANDS UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
FY 2024-25**

BOARD APPROVAL DATE:
EFFECTIVE DATE: July 1, 2024

2.50%

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F
12	19.18	20.20	21.15	22.18	23.31	24.51
13	19.65	20.64	21.64	22.76	23.85	25.08
14	20.08	21.12	22.16	23.30	24.49	25.68
15	20.65	21.66	22.78	23.89	25.08	26.39
16	21.15	22.18	23.31	24.51	25.73	27.02
17	21.66	22.78	23.89	25.08	26.39	27.64
18	22.20	23.32	24.53	25.75	27.03	28.32
19	22.81	23.91	25.09	26.42	27.70	29.12
20	23.32	24.53	25.75	27.03	28.32	29.78
21	23.91	25.09	26.42	27.70	29.12	30.61
22	24.55	25.76	27.07	28.42	29.81	31.29
23	25.13	26.42	27.70	29.13	30.62	32.09
24	25.76	27.07	28.42	29.81	31.29	32.91
25	26.43	27.75	29.13	30.62	32.10	33.71
26	27.10	28.45	29.85	31.34	32.93	34.59
27	27.77	29.17	30.65	32.13	33.73	35.49
28	28.45	29.85	31.35	32.95	34.59	36.32
29	29.17	30.65	32.13	33.73	35.49	37.23
30	29.85	31.35	32.95	34.59	36.32	38.11
31	30.66	32.16	33.76	35.50	37.23	39.12
32	31.41	32.96	34.63	36.34	38.14	40.05
33	32.16	33.76	35.50	37.23	39.12	41.06
34	32.98	34.66	36.38	38.18	40.12	42.13
35	33.80	35.50	37.27	39.14	41.06	43.14
36	34.66	36.39	38.18	40.14	42.20	44.22
37	35.50	37.27	39.14	41.06	43.14	45.33
38	36.39	38.18	40.14	42.20	44.22	46.45
39	37.28	39.16	41.11	43.16	45.35	47.58
40	38.20	40.15	42.20	44.25	46.46	48.79
41	39.24	41.17	43.22	45.41	47.66	50.03
42	40.17	42.23	44.27	46.47	48.81	51.26
43	41.17	43.22	45.41	47.66	50.03	52.52
44	42.24	44.30	46.49	48.84	51.27	53.87
45	43.24	45.42	47.71	50.09	52.55	55.22
46	44.30	46.54	48.85	51.28	53.88	56.59
47	45.47	47.77	50.10	52.56	55.25	58.03
48	46.57	48.89	51.35	53.93	56.64	59.41
49	47.78	50.12	52.64	55.26	58.04	60.94
50	48.91	51.39	53.94	56.65	59.44	62.45

Ranges 1-7 were eliminated, effective July 1, 2019, Ranges 8-11 were eliminated, effective July 1, 2022

Longevity is Calculated as follows:

- A-1: Beginning of the 11th yr. of employment - 2.00%
- A-2: Beginning of the 14th yr. of employment - 4.00%
- A-3: Beginning of the 19th yr. of employment - 6.00%
- A-4: Beginning of the 24th yr. of employment - 8.00%
- A-5: Beginning of the 29th yr. of employment - 10.00%



REDLANDS UNIFIED SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
FY 2024-25

Current Salary Schedule

BOARD APPROVAL DATE: February 13, 2024
EFFECTIVE DATE: July 1, 2024

2.50%

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	LONGEVITY				
							A-1 (2%)	A-2 (4%)	A-3 (6%)	A-4 (8%)	A-5 (10%)
12	19.18	20.20	21.15	22.18	23.31	24.51	25.00	25.49	25.98	26.47	26.96
13	19.65	20.64	21.64	22.76	23.85	25.08	25.58	26.08	26.58	27.09	27.59
14	20.08	21.12	22.16	23.30	24.49	25.68	26.19	26.71	27.22	27.73	28.25
15	20.65	21.66	22.78	23.89	25.08	26.39	26.92	27.45	27.97	28.50	29.03
16	21.15	22.18	23.31	24.51	25.73	27.02	27.56	28.10	28.64	29.18	29.72
17	21.66	22.78	23.89	25.08	26.39	27.64	28.19	28.75	29.30	29.85	30.40
18	22.20	23.32	24.53	25.75	27.03	28.32	28.89	29.45	30.02	30.59	31.15
19	22.81	23.91	25.09	26.42	27.70	29.12	29.70	30.28	30.87	31.45	32.03
20	23.32	24.53	25.75	27.03	28.32	29.78	30.38	30.97	31.57	32.16	32.76
21	23.91	25.09	26.42	27.70	29.12	30.61	31.22	31.83	32.45	33.06	33.67
22	24.55	25.76	27.07	28.42	29.81	31.29	31.92	32.54	33.17	33.79	34.42
23	25.13	26.42	27.70	29.13	30.62	32.09	32.73	33.37	34.02	34.66	35.30
24	25.76	27.07	28.42	29.81	31.29	32.91	33.57	34.23	34.88	35.54	36.20
25	26.43	27.75	29.13	30.62	32.10	33.71	34.38	35.06	35.73	36.41	37.08
26	27.10	28.45	29.85	31.34	32.93	34.59	35.28	35.97	36.67	37.36	38.05
27	27.77	29.17	30.65	32.13	33.73	35.49	36.20	36.91	37.62	38.33	39.04
28	28.45	29.85	31.35	32.95	34.59	36.32	37.05	37.77	38.50	39.23	39.95
29	29.17	30.65	32.13	33.73	35.49	37.23	37.97	38.72	39.46	40.21	40.95
30	29.85	31.35	32.95	34.59	36.32	38.11	38.87	39.63	40.40	41.16	41.92
31	30.66	32.16	33.76	35.50	37.23	39.12	39.90	40.68	41.47	42.25	43.03
32	31.41	32.96	34.63	36.34	38.14	40.05	40.85	41.65	42.45	43.25	44.06
33	32.16	33.76	35.50	37.23	39.12	41.06	41.88	42.70	43.52	44.34	45.17
34	32.98	34.66	36.38	38.18	40.12	42.13	42.97	43.82	44.66	45.50	46.34
35	33.80	35.50	37.27	39.14	41.06	43.14	44.00	44.87	45.73	46.59	47.45
36	34.66	36.39	38.18	40.14	42.20	44.22	45.10	45.99	46.87	47.76	48.64
37	35.50	37.27	39.14	41.06	43.14	45.33	46.24	47.14	48.05	48.96	49.86
38	36.39	38.18	40.14	42.20	44.22	46.45	47.38	48.31	49.24	50.17	51.10
39	37.28	39.16	41.11	43.16	45.35	47.58	48.53	49.48	50.43	51.39	52.34
40	38.20	40.15	42.20	44.25	46.46	48.79	49.77	50.74	51.72	52.69	53.67
41	39.24	41.17	43.22	45.41	47.66	50.03	51.03	52.03	53.03	54.03	55.03
42	40.17	42.23	44.27	46.47	48.81	51.26	52.29	53.31	54.34	55.36	56.39
43	41.17	43.22	45.41	47.66	50.03	52.52	53.57	54.62	55.67	56.72	57.77
44	42.24	44.30	46.49	48.84	51.27	53.87	54.95	56.02	57.10	58.18	59.26
45	43.24	45.42	47.71	50.09	52.55	55.22	56.32	57.43	58.53	59.64	60.74
46	44.30	46.54	48.85	51.28	53.88	56.59	57.72	58.85	59.99	61.12	62.25
47	45.47	47.77	50.10	52.56	55.25	58.03	59.19	60.35	61.51	62.67	63.83
48	46.57	48.89	51.35	53.93	56.64	59.41	60.60	61.79	62.97	64.16	65.35
49	47.78	50.12	52.64	55.26	58.04	60.94	62.16	63.38	64.60	65.82	67.03
50	48.91	51.39	53.94	56.65	59.44	62.45	63.70	64.95	66.20	67.45	68.70

Ranges 1-7 were eliminated, effective July 1, 2019
Ranges 8-11 were eliminated, effective July 1, 2022