

SIDE LETTER OF AGREEMENT BETWEEN THE MENIFEE TEACHERS ASSOCIATION AND THE MENIFEE UNION SCHOOL DISTRICT REGARDING CLASSROOM COVERAGE

June 30, 2025

The Meniffee Union School District ("District") and the Meniffee Teachers Association ("Association"), jointly known as the Parties ("Parties"), enter into this Side Letter of Agreement to address class coverage for students not on the Unit Member's roster.

1. Compensation

1.1. The parties agree to compensate Unit Members covering a class due to a substitute shortage at a rate, per the Certificated Teacher Substitute Salary Schedule 104, column III.

1.1.1. Compensation shall be prorated and divided equally among Unit Members when a class is split between Unit Members. Classes shall be prioritized and contained as outlined below:

1.1.1.1. Like grade levels

1.1.1.2. Grade spans with priority given to "like grade levels" and "like subjects" (i.e., K-2, 3-5, 6-8).

1.1.1.3. Such service shall be solicited on a voluntary basis. In the event that no volunteer(s) can be obtained, employees shall be assigned on a rotating basis, if possible.

1.2. Unit Members who elect to defer their jury service to non-required service days (i.e., Thanksgiving break, winter break, spring break, summer break, etc.) shall be compensated in an amount equal to the District's substitute rate of pay, per the Certificated Teacher Substitute Salary Schedule 104, column III, for one (1) day for jury service that was deferred. The Unit Member must provide written documentation from the Court to the District showing the original jury summons date and the actual date(s) of jury duty served prior to receiving compensation.

This agreement shall constitute the entire agreement of the parties and shall only be modified or amended in writing and signed by both parties. It shall sunset on June 30, 2026.