

**MEMORANDUM OF UNDERSTANDING**  
**Between the**  
**SAN MATEO-FOSTER CITY SCHOOL DISTRICT**  
**And**  
**CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION Chapter 411**

This Memorandum of Understanding constitutes an agreement between the San Mateo-Foster City School District ("District") and California School Employees Association, Chapter 411 ("CSEA 411"), collectively referred to as "the Parties" regarding reclassification of permit preschool teacher positions in the State subsidized preschool program.

**RECITALS**

**Whereas**, permit preschool teachers in the State subsidized preschool program currently have a separate job description and are at range 41-44 and permit preschool teachers in the fee based preschool program are at range 50 on the classified salary schedule, and

**Whereas**, there are nine (9) permit teacher positions in the State subsidized preschool program twelve (12) permit teacher positions in the fee based preschool program, and

**Whereas**, permit preschool teachers in the State subsidized preschool program and the fee based preschool program have the same duties and responsibilities.

**Whereas**, parties believe all permit preschool teachers should be at the same range and a single job description should be developed for preschool teachers.

**Therefore**, the Parties have met and negotiated the following agreement:

**AGREEMENT**

- 1) The new classification will be placed at Range 50 on the 8-hour CSEA salary schedule, attached.
- 2) A new single job description for "Preschool Teacher" is attached. The Permit-State subsidized Preschool Teacher and Permit-Fee based preschool teacher classifications will be eliminated.
- 3) State-subsidized and fee-based preschool teachers will be referred to as "Preschool Teacher".

- 4) All current permit teachers in the State subsidized preschool program will be moved to range 50 on the classified salary schedule and retain their current step.
- 5) State subsidized preschool teachers and Permit-Fee based preschool teachers will retain their respective, original dates of hire in the new "Preschool Teacher" classification.
- 6) This agreement is effective on the date that it is ratified by the parties.

DISTRICT  
BY: [Signature]

DATED: 2/21/19

CSEA 411  
By: [Signature]

By: \_\_\_\_\_  
DATED: 2/21/2019