

SUMMARY OF PROPOSED AGREEMENT

BETWEEN THE **SCHOOL DISTRICT**

WITH THE **BARGAINING UNIT (BU)**

To be acted upon by the Governing Board at its meeting on : (enter Date)

Budget Revisions to be INPUT no later than 45 days after approval: (will calc + 45 days)

Estimated Agreement Payment Date (enter Date)

GENERAL

Section 1: STATUS OF BARGAINING UNIT AGREEMENTS

This document is REQUIRED whenever a NEW or AMENDED agreement is ratified.

If this Public Disclosure is not applicable to all of the District's bargaining units, indicate the current status (whether settled or pending settlement) of the remaining units:
(Separate disclosures should be made for each bargaining unit agreement)

	# FTE Represented
Certificated: <input type="text" value="MTA, Management"/>	<input type="text" value="41.0"/>
Classified: <input type="text" value="CEMUS, Management"/>	<input type="text" value="38.8"/>

Section 2: PERIOD OF AGREEMENT

The proposed agreement covers the period beginning on: (enter Begin Date)
 and ending on: (enter End Date)

If this agreement is part of a multi-year contract, indicate ALL fiscal years covered:

Fiscal Years:			
Reopeners: Yes or NO ?	<input type="text"/>	<input type="text"/>	<input type="text"/>

if Yes, what Areas?

COMPENSATION PROVISIONS

Section 3: SALARIES: PERCENTAGE CHANGE IN SALARIES IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for salaries for the above-mentioned Bargaining unit:

Current Year Salary Cost Before Settlement
 (Based on Year to Date (YTD) Actuals Projected through 6/30):

Current Year Salary Cost After Settlement
 (Include any retroactive pay increases or (decreases) or one time bonuses/stipends or (reductions), as applicable):

Total Cost Increase or (Decrease):

Percentage Increase or (Decrease):

SALARY CHANGE FOR AN AVERAGE, REPRESENTED EMPLOYEE FROM PRIOR YEAR
 (Includes annual step/column movement on schedule):

<u>Salary Increase or (Decrease)</u>	
% increase or (decrease) to existing schedule	<input type="text" value="3.00%"/> per employee
% increase or (decrease) for one-time bonus/stipend or (salary reduction)	<input type="text" value="0.00%"/> per employee
<u>Step & column</u>	
average % annual change over the prior year schedule	<input type="text" value="0.00%"/> per employee
TOTAL PERCENTAGE CHANGE FOR AVERAGE REPRESENTED EMPLOYEE	<input type="text" value="3.00%"/> per employee

Indicate Change in # of Work Days, Furlough or Additional, Related to % Change

Indicate Total # of Work Days to be provided for fiscal year:

Indicate Total # of Instructional Days to be provided for fiscal year:

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Section 4: BENEFITS: PERCENTAGE CHANGE IN EMPLOYEE BENEFITS IN PROPOSED AGREEMENT:

The proposed agreement includes the following costs for employee statutory and health/welfare benefits:

Statutory Benefits: *(object 3XXX less 34XX)*

(STRS, PERS, Workers Compensation, Unemployment Insurance, Social Security, Medicare)

Total Statutory Benefit Costs:

Current Costs:	\$ 1,978,375.00
Proposed Costs:	\$ 2,022,292.00
Total Cost Increase or (decrease):	\$43,917.00
Percentage Change:	2.22%

District Health and Welfare Plans - *Object 34XX* (Medical, Dental, Vision, Life Insurance, Other)

Total Health and Welfare Costs:

Current Costs:	\$ 806,239.00
Proposed Costs:	\$ 806,239.00
Total Cost Increase or (decrease):	\$0.00
Percentage Change:	0.00%

Indicate if Health/Welfare Benefits are Capped: (Include details such as different caps per health plans or any super composite rates. Also, indicate if cap includes health benefits only or also other insurances.)

Benefits capped, no change to cap due to this current agreement.

Current Cap:	\$ -	
Proposed Cap:	\$ -	
Average Capped Amount increase or (decrease) per employee	\$0.00	#DIV/0!

**TOTAL COST OR (SAVINGS) OF COMPENSATION CHANGES
(REGARDLESS OF WHETHER PREVIOUSLY BUDGETED IN WHOLE OR IN PART)**

Section 5: TOTAL COST INCREASE OR (SAVINGS) FOR SALARIES AND BENEFITS IN THE PROPOSED AGREEMENT:

Current Year Combined Cost Before Settlement: *(data pulls from above)*

(Based on YTD Actuals Projected through 6/30 and current agreement)

Salaries	\$ 5,468,604.11	
Benefits	\$ 2,784,614.00	
Total:		\$ 8,253,218.11

Current Year Cost After Settlement: *(data pulls from above)*

(Include any retroactive pay increases or (decreases) or one-time bonuses/stipends or (reductions)):

Salaries	\$ 5,619,460.83	
Benefits	\$ 2,828,531.00	
Total:		\$ 8,447,991.83

TOTAL COST INCREASE OR (DECREASE) <i>(This amount should tie to the multiyear projection sections for 1XXX-3XXX)</i>	\$194,773.72
PERCENTAGE CHANGE	2.36%
1% CHANGE IN SALARY AND STATUTORY BENEFIT COSTS (prior to any settlements):	\$ 74,469.79

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OTHER PROVISIONS (COMPENSATION AND NON-COMPENSATION)

Section 6: The following are additional compensation and non-compensation provisions contained in the proposed agreement (Indicate, IN DETAIL, the terms of the agreement covered in each section)

A. OTHER COMPENSATION: Off-Schedule Stipends/Bonuses, Reductions, etc. (amounts, staff affected, total cost and/or savings).

None

B. NON-COMPENSATION: Class Size Changes (indicate before and after class sizes/grades affected; and, if applied for CDE waiver (attach copy)), Staff Development Days, Teacher Prep Time, etc..

CEMUS - Article 14.1.1 Retirement Incentive years of age decreased from 60 to 55.
CEMUS - Adds Article 9.13.1 Mandatory Trainings

C. REOPENERS, CONTINGENCY AND/OR RESTORATION LANGUAGE: Describe specific areas identified for Reopeners, Contingency, and/or Restoration (include triggers and timing). Provide copy of Board Action to BAS upon approval.

None

Section 7: State Minimum Reserve Standard Calculation:

Total Expenditures and Other Uses: <i>(pulls from MYP Sec. 9)</i>	\$ 10,369,368.64
Minimum State Reserve Percentage (input %)	4%
Minimum State Reserve Requirement: <i>(Formula includes Total Exp/Uses x Minimum Reserve %)</i>	\$ 414,774.75

FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5. (Pulls from above Governing Board Date plus 45 days)

7/26/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s:	Adopted Budget
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If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

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Section 9: Enter Data on tab MYP

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Section 10: MULTI-YEAR CONTRACT AGREEMENT PROVISIONS: The proposed agreement contains the following COLAs and other compensation/non-compensation provisions for subsequent years as follows *(text pulls into disclosure)*: Send copy of final Agreement to BAS upon Board Approval

NA

Section 11: FINANCIAL IMPACT OF PROPOSED AGREEMENT IN SUBSEQUENT FISCAL YEARS: The following assumptions were used to determine that resources will be available to fund these obligations in future fiscal years. (Include any compensation/noncompensation provisions specified below.) *(text pulls into disclosure)*:

Assumed additional staff reductions in 2025-26, normal annual step/col increases, and no change to the HW cap.

Section 12: NARRATIVE OF AGREEMENT: Provide a brief narrative of the proposed changes in compensation or health premiums, including percentage changes, effective dates, and comments and/or explanations. *(text pulls into disclosure)*:

On salary schedule increase of 3% for all units and management. Effective July 1, 2024.

Section 13: SOURCE OF FUNDING FOR PROPOSED AGREEMENT: Provide a brief narrative of the funds available in the current year to provide for the costs of this agreement. *(text pulls into disclosure)*:

Assuming additional reductions in 2025-26, the general fund will be able to support this agreement. Should the general fund fall short, we will use part of the Special Reserve Fund 17.

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ADDITIONAL FISCAL INDICATORS- CRITERIA AND STANDARDS A.5.

This section is in response to the Criteria and Standards Additional Fiscal Indicators #A.5., which asks: "Has the district entered into a bargaining agreement where any of the budget or subsequent years of the agreement would result in salary increases that are expected to exceed the projected state cost of living adjustment."

Section 14: COMPARISON OF PROPOSED AGREEMENT TO CHANGE IN DISTRICT LOCAL CONTROL FUNDING FORMULA (LCFF):

(A)	Current-year (CY) LCFF Average Rate per ADA: (CY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 60)	Estimated \$20,192.65
(B)	Less Prior-Year (PY) LCFF BASC Calculator Rate per ADA: (PY LCFF Entitlement per ADA, FCMAT LCFF Calculator, Calculator Tab, Row 60)	\$20,151.58
(C)	= Amount of Current-Year Increase or (decrease): (A) minus (B)	41.07
(D)	= Percentage Increase or (decrease) in LCFF per ADA: (C) divided by (B)	0.20%
(E)	ADA Increase/(Decrease) from Prior Year as % Current year P-2 LCFF funded ADA (greater of PY guarantee or current year)	0.81%
	Prior Year P-2 LCFF funded ADA (greater of PY guarantee or current year)	402.18
		398.93
(F)	Total LCFF % increase or (decrease) plus ADA % change	1.02%
(G)	Indicate Total Settlement Percentage Change from Section 5	2.36%

If proposed agreement % on Line G is greater than Line F, please provide explanation below:

We plan to make additional reductions in 2025-26 to fund this agreement.

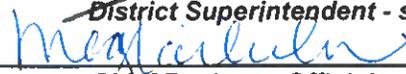
CERTIFICATION

To be signed by the **District Superintendent AND Chief Business Official upon submission to the Governing Board** and by the **Board President upon formal Board action** on the proposed agreement.

Districts with a Qualified or Negative Certification : Per Government Code 3540.2, signatures of the District Superintendent and Chief Business Official must accompany the Summary Disclosure sent to the County Superintendent for review **10 days prior to the board meeting that will ratify the agreement**.

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the "Public Disclosure of Proposed Collective Bargaining Agreement") in accordance with the requirements of AB 1200, AB 2756, GC 3547.5, and GC 3540.2.

WE HEREBY CERTIFY THAT THE COSTS INCURRED BY THE SCHOOL DISTRICT UNDER THIS AGREEMENT CAN BE MET BY THE DISTRICT DURING THE TERM OF THE AGREEMENT.

 _____ District Superintendent - signature	5/30/24 _____ Date
 _____ Chief Business Official - signature	5/30/2024 _____ Date

After public disclosure of the major provisions contained in this Summary, the Governing Board, at its meeting on Tuesday, June 11, 2024	took action to approve the proposed Agreement with the Bargaining Unit.
CEMUS, MTA, Management	

_____ President, Governing Board - signature	_____ Date
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FISCAL IMPACT IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS

Section 8: Date of governing board approval of budget revisions in Section 9, Col.2 (below) in accordance with E.C. 42142 and Government Code 3547.5. (Pulls from above Governing Board Date plus 45 days)

7/26/2024

Provide proof that board-approved budget revisions have been input within 45 days. Date budget revisions input/BT #'s:

BT #'s: mm/dd/yy

If the board-approved revisions input are different from the proposed budget adjustments in Col. 2 provide a detailed explanation of differences.

Section 9: IMPACT OF PROPOSED AGREEMENT ON THE GENERAL FUND BUDGET IN CURRENT AND TWO SUBSEQUENT FISCAL YEARS. (Reflect both Unrestricted and Restricted General Fund Budget Amounts)

In-Lieu of this form, an updated Form MYP can be supplied which includes the results of the settlement over the most recent Form MYP filed with this office.

	Current Fiscal Year 2024 -2025			
	(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)
	2023-24 Estimated Actuals	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	2024-25 Projected Budget Adoption (Cols. 1 + 2 + 3)
OPERATING REVENUES: LCFF ADA	399			402
LCFF Sources (8010-8099)	8,026,374.00	0.00	94,704.00	8,121,078.00
Remaining Revenues (8100-8799)	2,554,693.75	0.00	(907,767.61)	1,646,926.14
TOTAL	10,581,068.00	0.00	(813,064.00)	9,768,004.00
OPERATING EXPENDITURES				
1000 Certificated Salaries	3,765,009.01	97,648.67	(126,665.02)	3,735,992.66
2000 Classified Salaries	2,106,555.61	53,208.05	(267,135.29)	1,892,628.37
3000 Benefits	2,934,693.83	43,917.81	(142,526.54)	2,836,085.10
4000 Instructional Supplies	531,747.32	0.00	(115,659.37)	416,087.95
5000 Contracted Services	1,240,545.06	0.00	(14,275.06)	1,226,270.00
6000 Capital Outlay	7,000.00	0.00	93,000.00	100,000.00
7000 Other	(6,000.00)	0.00	0.00	(6,000.00)
TOTAL	10,579,551.00	194,775.00	(673,261.00)	10,201,065.00
OPERATING SURPLUS (DEFICIT)	1,517.00	(194,775.00)	(239,803.00)	(433,061.00)
Other Sources and Transfers In	40,000.00	0.00	2,500.00	42,500.00
Other Uses and Transfers Out	210,217.36	0.00	(41,913.72)	168,303.64
CURRENT YEAR INCREASE/ (DECREASE) TO FUND BALANCE	(168,700.36)	(194,775.00)	(195,389.28)	(558,864.64)
BEGINNING FUND BALANCE 9791-92	2,353,291.24			2,184,591.00
Prior-Year Adjustments 9793-95	0.00		0.00	0.00
NET BEGINNING BALANCE	2,353,291.24		0.00	2,184,591.00
ENDING FUND BALANCE (EFB)	2,184,591.00	(194,775.00)	(195,389.00)	1,625,726.36
COMPONENTS OF ABOVE EFB:				
Nonspendable (9711-9719)	32,207.00	0.00	(22,207.00)	10,000.00
Restricted (9740)	1,069,917.40	0.00	(261,508.40)	808,409.00
Committed (9750/9760)	0.00	0.00	0.00	0.00
Assigned (9780)	0.00	0.00	29,237.00	29,237.00
Reserve Economic Uncertainties (9789)	431,590.73	7,791.00	(24,606.99)	414,774.75
Unassigned/Unappropriated (9790)	650,875.87	(202,566.00)	83,696.39	363,305.61
State Minimum Reserves %	10.03%		Meets	7.50%
Are budgets in balance?	In Balance		Not in Balance	In Balance
Did you adjust reserves? s/b \$0	\$0.00	OK	\$0.00	\$0.00
FUND 17 RESERVES (9789) or N/A	\$ -		\$ -	\$ -

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown in Section 5, Total Costs, please explain below. Also, list any other assumptions used or included in Column 3:

cross-check = total columns 1-3 363,305.61

First Subsequent Year 2025 - 2026				
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)	
2024-25 Projected Budget Adoption	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	2025-26 Projected Budget Adoption	
402			398	
8,121,078.00	0.00	151,157.00	8,272,235.00	
1,646,926.14	0.00	8,140.86	1,655,067.00	
9,768,004.00	0.00	159,298.00	9,927,302.00	
3,735,992.66	0.00	(20,529.66)	3,715,463.00	
1,892,628.37	0.00	(75,227.37)	1,817,401.00	
2,836,085.10	0.00	(28,619.10)	2,807,466.00	
416,087.95	0.00	8,322.05	424,410.00	
1,226,270.00	0.00	20,525.00	1,246,795.00	
100,000.00	0.00	(100,000.00)	0.00	
(6,000.00)	0.00	0.00	(6,000.00)	
10,201,064.00	0.00	(195,529.00)	10,005,535.00	
(433,060.00)	0.00	354,827.00	(78,233.00)	
42,500.00	0.00	0.00	42,500.00	
168,303.64	0.00	3,366.36	171,670.00	
(558,863.64)	0.00	351,460.64	(207,403.00)	
2,184,591.00			1,625,726.36	
2,184,591.00			1,625,726.36	
1,625,727.00	0.00	351,461.00	1,418,323.00	
10,000.00	0.00	0.00	10,000.00	
808,409.00	0.00	(172,830.00)	635,579.00	
0.00	0.00	0.00	0.00	
29,237.00	0.00	130,600.00	159,837.00	
414,774.71	0.00		407,088.20	
363,306.29	0.00		205,818.80	
7.50%	Meets		6.02%	
In Balance			In Balance	
\$ -	OK		\$ -	
\$ -			\$ -	

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

In 2025-26, district plans on additional staff reductions. 2024-25 one-time, partial year positions were eliminated.

205,818.80

Second Subsequent Year 2026 - 2027				
(Col. 1)	(Col. 2)	(Col. 3)	(Col. 4)	
2025-26 Projected Budget Adoption	Adjustments as a Direct Result of this Proposed Settlement	Other Revisions (Including Other Proposed BU Agreements) Required to support cost of agreement (i.e. "me-too")	2026-27 Projected Budget Adoption	
398			388	
8,272,235.00	0.00	153,652.00	8,425,887.00	
1,655,067.00	0.00	8,221.00	1,663,288.00	
9,927,302.00	0.00	161,873.00	10,089,175.00	
3,715,463.00	0.00	74,309.00	3,789,772.00	
1,817,401.00	0.00	45,435.00	1,862,836.00	
2,807,466.00	0.00	49,932.00	2,857,398.00	
424,410.00	0.00	8,488.00	432,898.00	
1,246,795.00	0.00	24,936.00	1,271,731.00	
0.00	0.00	0.00	0.00	
(6,000.00)	0.00	0.00	(6,000.00)	
10,005,535.00	0.00	203,100.00	10,208,635.00	
(78,233.00)	0.00	(41,227.00)	(119,460.00)	
42,500.00	0.00	0.00	42,500.00	
171,670.00	0.00	3,433.00	175,103.00	
(207,403.00)	0.00	(44,660.00)	(252,063.00)	
1,418,323.00			1,418,323.00	
1,418,323.00			1,418,323.00	
1,418,323.00	0.00	(44,660.00)	1,166,260.00	
10,000.00	0.00	0.00	10,000.00	
635,579.00	0.00	(195,460.00)	440,119.00	
0.00	0.00	0.00	0.00	
159,837.00	0.00	0.00	159,837.00	
407,088.20	0.00	8,261.32	415,349.52	
205,818.80	0.00	142,538.68	140,954.48	
6.02%	Meets		5.36%	
In Balance			In Balance	
\$0.00	OK		\$0.00	
\$ -			\$ -	

Assumptions used for LCFF Gap%, Unduplicated %, Other Revenue COLAs, Addl/Reduced staffing, etc., explain below:

140,954.48

2024-25 Budget Adoption - Multi-Year Projection
Includes Additional Staff Reductions in 2025-26, valued at \$270,500

UNRESTRICTED

	2023-24 Estimated Actuals	2024-25 Budget Adoption	2023-24 Estimated Actuals to 2024-25 Budget Adoption	2025-26 Projected Budget	Year Over Variance	2025-26 Assumptions	2026-27 Projected Budget	Year Over Variance	2026-27 Assumptions
Revenues									
Taxes	6,280,175	6,403,611	Secured tax at +2.5%. Timber Tax at \$160k.	6,555,576	151,965	Secured tax at +2.5%; flat all else	6,711,340	155,764	Secured tax at +2.5%; flat all else
Def'd Maint Trf	-	(25,000)	Resume DM trf at \$25k per year	(25,000)	-		(25,000)	-	
LCFF/EPA	1,640,199	1,636,467	Per LCFF Calculator	1,635,659	(808)	Adj projected enrollment	1,633,547	(2,112)	Adj projected enrollment
District of Choice	106,000	106,000		106,000	-		106,000	-	
Federal Revenue	51,000	-	1x USDA grants removed	-	-		-	-	
State Revenue	86,058	86,200	Lottery, Mandate Block Grant Reimb	87,062	862	+1%	87,933	871	+1%
Local Revenue	83,024	60,900	Reduce local donations, book as rec'd	60,900	-		60,900	-	
Contribution from UNR	(1,392,057)	(1,320,607)		(1,349,396)	(28,789)		(1,376,924)	(27,528)	
Transfers In	40,000	42,500	Increase from MCN	42,500	-		42,500	-	
Total Revenues	6,894,399	6,990,071		7,113,301	123,230		7,240,296	126,995	
	8,286,456	8,310,678		8,462,697			8,617,220		
Expenses									
Certificated Salaries	2,829,700	3,078,268	PY RES cost to UNR. COVID funds exhausted	3,044,583	(33,685)	Staff reductions = \$270,500, +2%	3,105,475	60,892	+2% step/col
Classified Salaries	1,297,923	1,160,231	Staff reductions	1,066,694	(93,537)	cert s/c, +2.5% class s/c,	1,093,361	26,667	+2.5% step/col
Employee Benefits	1,764,040	1,768,669	Updated 24/25 rates	1,720,270	(48,399)	reduction 1x 24/25 staff	1,755,288	35,019	
Books/Supplies	329,475	330,912		337,531	6,618	+2%	344,281	6,751	+2%
Services & Operations	783,529	801,105		813,127	12,022	Reduce 1x training, +2%	829,390	16,263	+2%
Capital Outlay	-	-		-	-		(0)	(0)	
Other Outgo	-	-		-	-		-	-	
Other Outgo (Indirect)	(31,304)	(20,063)		(6,000)	14,063	FD 01 Indirect TBD, Caf�e (\$6k)	(6,000)	-	
Transfers Out	210,217	168,304	Reduced PY 1x transfers, Caf�e state revenue	171,670	3,366		175,103	3,433	
Total Expenses	7,183,580	7,287,426		7,147,874	(139,552)		7,296,899	149,024	
Excess/(Deficit)	(289,181)	(297,355)		(34,573)			(56,603)		
Beginning Fund Balance	1,403,855	1,114,673		817,319			782,745		
Adjustments	-	-		-			-		
Ending Fund Balance	1,114,673	817,319		782,745			726,143		
Revolving Cash	32,207	10,000		10,000			10,000		
REU (4% Total Exp)	431,591	414,775	-	407,088		-	415,350		
Restricted									
Other - Local Site Accounts		29,237		29,237			29,237		
Other - Negotiation Reserve 2%				130,600			130,600		
Unappropriated	650,876	363,307	-	205,820		-	140,956		
Fund 17 Uses									
Fund 17 Balance est EFB		906,280		920,280			934,280		

2024-25 Budget Adoption - Multi-Year Projection
Includes Additional Staff Reductions in 2025-26, valued at \$270,500

RESTRICTED

	2023-24 Estimated Actuals	2024-25 Budget Adoption	2023-24 Estimated Actuals to 2024-25 Budget Adoption	2025-26 Projected Budget	Year Over Variance	2025-26 Assumptions	2026-27 Projected Budget	Year Over Variance	2026-27 Assumptions
Revenues									
Taxes	-	-		-	-		-	-	
Def'd Maint Trf	-	-		-	-		-	-	
LCFF/EPA	-	-		-	-		-	-	
District of Choice	-	-		-	-		-	-	
Federal Revenue	576,897	376,920	<i>SPED IDEA, Title I, Title II, REAP</i>	380,689	3,769	+1%	384,496	3,807	+1%
State Revenue	1,239,844	728,885	<i>Lottery, ELOP, CTEIG, Early Int, Prop 28, Ethnic Studies (1x), STRS Behalf</i>	732,394	3,509	+1%	735,939	3,544	+1%
Local Revenue	517,871	394,021	<i>SPED AB602, MAD, Donations</i>	394,021	-	<i>SPED AB602, MAD, Donations</i>	394,021	-	<i>SPED AB602, MAD, Donations</i>
Contribution from UNR	1,392,057	1,320,607		1,349,396	28,789		1,376,924	27,528	
Transfers In	-	-		-	-		-	-	
Total Revenues	3,726,669 2,334,612	2,820,433 1,499,826		2,856,501 1,507,105	36,068 7,278		2,891,380 1,514,456	34,879	
Expenses									
Certificated Salaries	935,309	657,725	<i>PY RES staff to UNR. Staff reductions</i>	670,879	13,154	+2% step/col	684,297	13,418	+2% step/col
Classified Salaries	808,632	732,397	<i>Staff reductions</i>	750,707	18,310	+2.5% step/col	769,475	18,768	+2.5% step/col
Employee Benefits	1,170,654	1,067,417	<i>Updated 24/25 rates, STRS Behalf</i>	1,087,197	19,780		1,102,110	14,913	
Books/Supplies	202,273	85,176	<i>Reduced 1x items</i>	86,879	1,704	+2%	88,617	1,738	+2%
Services & Operations	457,016	425,165	<i>Reduced 1x items</i>	433,668	8,503	+2%	442,342	8,673	+2%
Capital Outlay	7,000	100,000	<i>KIT grant purchases move from 23/24</i>	-	(100,000)	<i>Remove 1x KIT grant purchase</i>	-	-	
Other Outgo	-	-		-	-		-	-	
Other Outgo (Indirect)	25,304	14,063		-	(14,063)	<i>Indirect TBD</i>	-	-	
Transfers Out	-	-		-	-		-	-	
Total Expenses	3,606,188	3,081,942		3,029,330	(52,611)		3,086,839	57,509	
Excess/(Deficit)	120,481	(261,509)		(172,830)			(195,460)		
Beginning Fund Balance	949,437	1,069,917		808,409			635,579		
Adjustments	-	-		-			-		
Ending Fund Balance	1,069,917	808,409		635,579			440,119		
Revolving Cash									
REU									
Restricted	1,069,917	808,409	-	635,579		-	440,119		
Other - Local Site Accounts									
Other - Negotiation Reserve 2%									
Unappropriated	-	-	-	-		-	-		

2024-25 Budget Adoption - Multi-Year Projection
Includes Additional Staff Reductions in 2025-26, valued at \$270,500

COMBINED

	2023-24 Estimated Actuals	2024-25 Budget Adoption	2023-24 Estimated Actuals to 2024-25 Budget Adoption	2025-26 Projected Budget	Year Over Variance	2025-26 Assumptions	2026-27 Projected Budget	Year Over Variance	2026-27 Assumptions
Revenues									
Taxes	6,280,175	6,403,611	Secured tax at +2.5%. Timber Tax at \$160k.	6,555,576	151,965	Secured tax at +2.5%; flat all else	6,711,340	155,764	Secured tax at +2.5%; flat all else
Def'd Maint Trf	-	(25,000)	Resume DM trf at \$25k per year	(25,000)	-		(25,000)	-	
LCFF/EPA	1,640,199	1,636,467	Per LCFF Calculator	1,635,659	(808)	Adj projected enrollment	1,633,547	(2,112)	Adj projected enrollment
District of Choice	106,000	106,000		106,000	-		106,000	-	
Federal Revenue	627,897	376,920	1x USDA grants removed	380,689	3,769	+1%, SPED IDEA, Title I, Title II, REAP	384,496	3,807	+1%
State Revenue	1,325,902	815,085	Lottery, Mandate Block Grant Reimb	819,456	4,371	+1%, Lottery, ELOP, CTEIG, Early Int, Prop 28, Ethnic Studies, STRS Behalf	823,871	4,415	+1%
Local Revenue	600,895	454,921	Reduce local donations, book as rec'd	454,921	-	SPED AB602, MAD, Donations	454,921	-	
Contribution from UNR	-	-		-	-		-	-	
Transfers In	40,000	42,500	Increase from MCN	42,500	-		42,500	-	
Total Revenues	10,621,068	9,810,504		9,969,802	159,297		10,131,675	161,874	
	<i>10,621,068</i>	<i>9,810,504</i>		<i>9,969,802</i>	<i>159,297</i>		<i>10,131,675</i>		
Expenses									
Certificated Salaries	3,765,009	3,735,993	PY RES cost to UNR. COVID funds exhausted	3,715,463	(20,530)	Staff reductions = \$270,500, +2% cert	3,789,772	74,309	+2% step/col
Classified Salaries	2,106,556	1,892,628	Staff reductions	1,817,401	(75,227)	s/c, +2.5% class s/c, reduction 1x 24/25	1,862,836	45,435	+2.5% step/col
Employee Benefits	2,934,694	2,836,085	Updated 24/25 rates, STRS Behalf	2,807,466	(28,619)	staff	2,857,398	49,932	
Books/Supplies	531,747	416,088	Reduced 1x items	424,410	8,322	+2%	432,898	8,488	+2%
Services & Operations	1,240,545	1,226,270	Reduced 1x items	1,246,795	20,525	Reduce 1x training, +2%	1,271,731	24,936	+2%
Capital Outlay	7,000	100,000	KIT grant purchases move from 23/24	-	(100,000)	Remove 1x KIT grant purchase	(0)	(0)	
Other Outgo	-	-		-	-		-	-	
Other Outgo (Indirect)	(6,000)	(6,000)		(6,000)	-	FD 01 Indirect TBD, Café (\$6k)	(6,000)	-	
Transfers Out	210,217	168,304	Reduced PY 1x transfers, Café state revenue	171,670	3,366		175,103	3,433	
Total Expenses	10,789,768	10,369,368		10,177,205	(192,163)		10,383,738	206,533	
Excess/(Deficit)	(168,700)	(558,864)		(207,403)			(252,063)		
Beginning Fund Balance	2,353,291	2,184,591		1,625,727			1,418,324		
Adjustments	-	-		-			-		
Ending Fund Balance	2,184,591	1,625,727		1,418,324			1,166,262		
Revolving Cash	32,207	10,000		10,000			10,000		
REU (4% Total Exp)	431,591	414,775		407,088			415,350		
Restricted	1,069,917	808,409		635,579			440,119		
Other - Local Site Accounts	-	29,237		29,237			29,237		
Other - Negotiation Reserve 2%	-	-		130,600			130,600		
Unappropriated	650,876	363,307		205,820			140,956		
Fund 17 Uses									
Fund 17 Balance	-	906,280		920,280			934,280		

**Mendocino Unified School District
Mendocino Teachers Association**

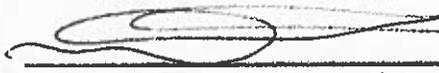
**Appendix C: Salary Compensation Language
TA 2023-24-03: Compensation Language**

It is agreed between MUSD and MTA that the following language will be updated as noted to Article 15:

“It is hereby agreed that MTA and the District agree to a 3% salary increase for the 2024-25 school year. The salary schedules for 2024-25 will reflect this raise.”

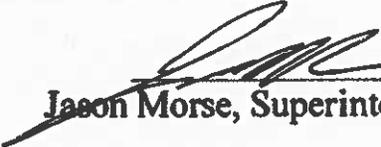
For Mendocino Teachers Association

5/29
Date


Diana Dominguez, MTA President

For Mendocino Unified School District:

5/29/24
Date


Jason Morse, Superintendent

Mendocino Unified School District/CEMUS
April 18, 2024
Tentative Agreement: Article 14: Retirement Incentive Plan
TA 2023-24- 02:

It is agreed between MUSD and CEMUS that the following language will be added under Article 14: Retirement Incentive Plan:

14.1 Employees may choose one of the following retirement programs (Program A or B).

14.1.1 If the member is at least **55** years of age.

14.1.2 If the member has been an employee of the District for a period of at least fifteen (15) years with no break in service immediately prior to retirement. A Board approved leave for illness, maternity, family care or industrial accident leave does not constitute a break in service for this section (Ed Code 45308). Retirees may choose to convert accrued sick leave into years of service in calculating the five-year requirement.

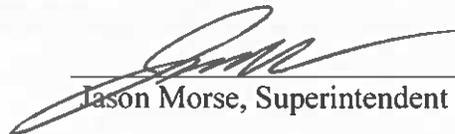
For Classified Employees of Mendocino Unified (CEMUS):

5/20/24
Date


Christine Kenton of CEMUS

For Mendocino Unified School District:

5/29/24
Date


Jason Morse, Superintendent

Mendocino Unified School District/CEMUS
May 28, 2024
Tentative Agreement: Appendix A: Compensation Language
TA 2023-24- 03:

It is agreed between MUSD and CEMUS that the following language will be added under Appendix A: Compensation Language

“It is hereby agreed that CEMUS and the District agree to a 3% salary increase for the 2024-25 school year. The salary schedules for 2024-25 will reflect this raise.”

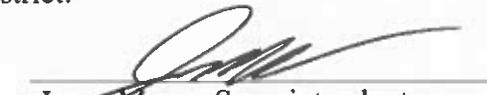
For Classified Employees of Mendocino Unified (CEMUS):

5/28/24
Date


Christine Kenton of CEMUS

For Mendocino Unified School District:

5/29/24
Date


Jason Morse, Superintendent

Mendocino Unified School District/CEMUS
April 18, 2024
Tentative Agreement: Article 9: Working Conditions
TA 2023-24- 01:

**It is agreed between MUSD and CEMUS that the following language will be added under Article 9:
Working Conditions:**

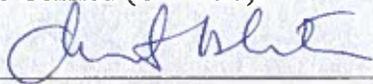
JK
tm

9.12 Mandatory Trainings.

9.13.1 Provided that the site supervisor provides time during the regular workday, employees must complete mandatory training during this timeframe. If the employee chooses not to use the time available during the workday to complete the trainings, the employee will need to complete the training on their own time and will not receive pay to do so. If the site supervisor does not provide time during the regular workday to complete the trainings, the employee will receive pay in order to complete the trainings on their own time.

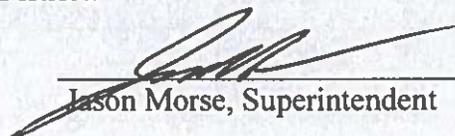
For Classified Employees of Mendocino Unified (CEMUS):

5/29/24
Date


Christine Kenton of CEMUS

For Mendocino Unified School District:

5/29/24
Date


Jason Morse, Superintendent

**Mendocino Unified School District
CEMUS Hourly Salary Schedule 2024-25**

Board Approved: June 11, 2024

Effective: July 1, 2024

STEP	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
RANGE															
30	16.39	17.05	17.73	18.44	19.18	19.94	20.74	21.57	22.42	23.33	24.27	25.24	26.24	27.30	28.39
31	16.71	17.38	18.08	18.80	19.54	20.32	21.14	21.98	22.87	23.77	24.72	25.71	26.74	27.81	28.92
32	17.05	17.73	18.44	19.18	19.94	20.74	21.57	22.42	23.33	24.26	25.22	26.23	27.28	28.38	29.51
33	17.39	18.09	18.81	19.56	20.34	21.16	22.00	22.89	23.79	24.74	25.73	26.76	27.83	28.94	30.10
34	17.74	18.45	19.19	19.95	20.75	21.59	22.45	23.36	24.29	25.27	26.28	27.33	28.42	29.55	30.74
35	18.10	18.82	19.58	20.35	21.17	22.01	22.90	23.80	24.75	25.74	26.77	27.84	28.95	30.11	31.31
36	18.45	19.19	19.95	20.75	21.59	22.45	23.36	24.29	25.27	26.29	27.34	28.43	29.56	30.75	31.97
37	18.82	19.58	20.35	21.17	22.01	22.90	23.80	24.75	25.74	26.77	27.84	28.95	30.11	31.31	32.57
38	19.20	19.96	20.76	21.60	22.47	23.37	24.30	25.28	26.30	27.34	28.43	29.56	30.75	31.97	33.25
39	19.58	20.35	21.17	22.01	22.90	23.80	24.75	25.74	26.77	27.84	28.95	30.11	31.31	32.57	33.87
40	19.96	20.76	21.60	22.47	23.37	24.30	25.28	26.30	27.34	28.43	29.56	30.75	31.97	33.25	34.58
41	20.36	21.18	22.02	22.91	23.81	24.78	25.76	26.80	27.87	28.98	30.15	31.35	32.61	33.92	35.28
42	20.78	21.61	22.48	23.38	24.31	25.29	26.31	27.35	28.45	29.58	30.77	31.99	33.27	34.60	35.98
43	21.19	22.03	22.92	23.82	24.79	25.77	26.81	27.88	28.99	30.15	31.35	32.61	33.92	35.28	36.69
44	21.61	22.48	23.38	24.31	25.29	26.31	27.35	28.45	29.58	30.76	31.98	33.26	34.59	35.97	37.41
45	22.04	22.93	23.83	24.80	25.78	26.82	27.89	29.00	30.16	31.36	32.62	33.93	35.29	36.70	38.17
46	22.50	23.39	24.34	25.30	26.32	27.37	28.46	29.59	30.77	31.99	33.27	34.60	35.98	37.42	38.91
47	22.94	23.84	24.81	25.79	26.83	27.90	29.02	30.18	31.38	32.64	33.95	35.31	36.72	38.19	39.72
48	23.39	24.34	25.30	26.32	27.37	28.46	29.59	30.77	31.99	33.28	34.61	35.99	37.43	38.92	40.48
49	23.85	24.82	25.81	26.84	27.91	29.03	30.19	31.39	32.65	33.95	35.31	36.72	38.19	39.72	41.30
50	24.35	25.31	26.33	27.39	28.48	29.61	30.79	32.02	33.31	34.64	36.03	37.47	38.98	40.53	42.15
formula	24.83	25.82	26.85	27.92	29.04	30.20	31.40	32.66	33.96	35.32	36.73	38.20	39.73	41.31	42.96
break	27.12	28.20	29.33	30.50	31.72	33.00	34.31	35.68	37.11	38.58	40.13	41.74	43.40	45.14	46.95

- Range 30: Instructional Aide, Office Assistant, Preschool Teacher, Cook, Library Assistant
- Range 32: Grounds Keeper, Custodian
- Range 35: Accounts Payable/Office Asst., Manager Cook, MCN Inside Operations Agent
- Range 36: Maintenance Worker I, Lead Custodian, Preschool Teacher
- Range 38: Integrative Aide
- Range 39: Maintenance Worker II, Chorus Accompanist
- Range 40: Bus Driver

- Range 41: Payroll/Accounting Technician, Administrative Assistant, Lead Technical Sales + Billing, Registrar
- Range 42: Administrative Support - H.S.
- Range 43: MCN Operations Technician
- Range 48: MCN Inside + Outside Operations Manager
- Range 50: MCN Operations Engineer
- Range 51: Lead Bus Mechanic
- Range 52: Computer Support Technician
- See separate schedule for Jr. + Sr. Network Administrators

Effective 07-01-2020 - 12 Month Employees will be contracted for 260 days per year

Per Section 11.9.1 of the CEMUS Collective Bargaining Unit Agreement, unit members may earn up to two (2) professional development increments; or a maximum of an 8% salary adjustment.

X _____
Signature - Superintendent

Date _____

Mendocino Unified School District
2024-25 Classified Management Salary Schedule
Effective Date: July 1, 2024
Board Approved: June 11, 2024

<u>Business Manager - Annual</u>	step									
	1	2	3	4	5	6	7	8	9	10
MUSD Business Manager	91,230	94,423	97,727	101,147	104,688	108,352	112,145	116,070	120,132	124,339
MCN Business Manager	80,546	84,589	88,632	92,674	96,717	100,198	103,805			
MCN Assistant Business Manager	63,407	66,149	69,001							

<u>Supervisor - Hourly</u>	step																
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Executive Asst to Superintendent																	
Maintenance Supervisor	28.23	29.31	30.45	31.61	32.83	34.10	35.42	36.79	38.21	39.70	41.24	42.85	44.52	46.25	48.05	49.93	51.88
Transportation Supervisor																	
Leade Aide																	
Preschool Site Supervisor	30.13	32.17	34.22	36.27	38.31	40.36	42.41	44.44	45.88	47.30	48.72						

Effective 07-01-2020 - 12 Month Employees will be contracted for 260 days per year

Per Sections 11.9.1 and 11.9.1.1 of the Classified Management Agreement, the Executive Assistant to the Superintendent, Maintenance Supervisor, Transportation Supervisor, and Lead Aide may earn one (1) professional development increment of 4% salary adjustment.

X _____
 Signature - Superintendent

Date _____

Mendocino Unified School District
Mendocino Teachers' Association 185 days
2024-25 Annual Salary Schedule
Effective July 1, 2024

Board Approved: June 11, 2024

Years		0 A.B.	1 A.B.+30	2 A.B.+45	3 A.B.+60	4 A.B.+75	5 A.B.+90
1		\$45,006	\$53,071	\$54,091	\$55,109	\$56,130	\$57,146
2		\$46,351	\$54,716	\$55,761	\$56,805	\$57,852	\$58,897
3		\$47,816	\$56,403	\$57,474	\$58,547	\$59,619	\$60,694
4		\$49,321	\$58,131	\$59,232	\$60,334	\$61,435	\$62,536
5		\$50,867	\$59,908	\$61,039	\$62,168	\$63,298	\$64,429
6	MA	\$52,452	\$61,730	\$62,891	\$64,052	\$65,210	\$66,370
7	\$2,500	\$54,077	\$63,604	\$64,793	\$65,983	\$67,172	\$68,364
8		\$55,747	\$65,522	\$66,743	\$67,966	\$69,187	\$70,408
9	Ph.D.	\$57,463	\$67,491	\$68,745	\$70,000	\$71,254	\$72,508
10	\$2,600	\$57,463	\$67,491	\$70,802	\$72,088	\$73,374	\$74,663
11		\$57,463	\$67,491	\$72,447	\$73,620	\$74,793	\$75,968
12	Natnl.	\$57,463	\$67,491	\$73,584	\$74,776	\$75,968	\$77,158
13	\$2,500	\$57,463	\$67,491	\$74,737	\$75,948	\$77,158	\$78,369
14		\$57,463	\$67,491	\$74,737	\$77,139	\$78,369	\$79,598
15		\$57,463	\$67,491	\$74,737	\$78,350	\$79,598	\$80,847
16		\$57,463	\$67,491	\$74,737	\$79,578	\$80,847	\$82,113
17		\$57,463	\$67,491	\$74,737	\$80,825	\$82,112	\$83,399
18		\$57,463	\$67,491	\$74,737	\$80,825	\$83,398	\$84,705
19		\$57,463	\$67,491	\$74,737	\$80,825	\$84,705	\$86,034
20		\$57,463	\$67,491	\$74,737	\$80,825	\$86,034	\$87,382
21		\$57,463	\$67,491	\$74,737	\$80,825	\$87,382	\$88,749
22		\$57,463	\$67,491	\$74,737	\$80,825	\$88,749	\$90,141
23		\$57,463	\$67,491	\$74,737	\$80,825	\$90,140	\$91,554
24		\$57,463	\$67,491	\$74,737	\$80,825	\$91,553	\$92,985
25		\$57,463	\$67,491	\$74,737	\$80,825	\$92,984	\$94,441

 Superintendent Signature

 Date

MUSD offers three higher education stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District
MTA Counselor Schedule 200 days
2024-25 Annual Salary Schedule
Effective July 1, 2024

Board Approved: June 11, 2024

Years	1	2	3	4	5
	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$57,374	\$58,477	\$59,576	\$60,680	\$61,780
2	\$59,152	\$60,282	\$61,411	\$62,542	\$63,674
3	\$60,975	\$62,134	\$63,294	\$64,454	\$65,615
4	\$62,842	\$64,036	\$65,228	\$66,417	\$67,608
5	\$64,765	\$65,988	\$67,209	\$68,430	\$69,653
6	MA	\$66,735	\$67,989	\$69,245	\$70,497
7	\$2,500	\$68,760	\$70,045	\$71,333	\$72,618
8		\$70,835	\$72,155	\$73,477	\$74,797
9	Ph.D.	\$72,962	\$74,321	\$75,676	\$77,032
10	\$2,600	\$72,962	\$76,543	\$77,933	\$79,323
11		\$72,962	\$78,321	\$79,589	\$80,858
12	Natnl.	\$72,962	\$79,550	\$80,839	\$82,127
13	\$2,500	\$72,962	\$80,796	\$82,106	\$83,414
14		\$72,962	\$80,796	\$83,395	\$84,723
15		\$72,962	\$80,796	\$84,703	\$86,052
16		\$72,962	\$80,796	\$86,030	\$87,403
17		\$72,962	\$80,796	\$87,378	\$88,770
18		\$72,962	\$80,796	\$87,378	\$90,159
19		\$72,962	\$80,796	\$87,378	\$91,573
20		\$72,962	\$80,796	\$87,378	\$93,009
21		\$72,962	\$80,796	\$87,378	\$94,466
22		\$72,962	\$80,796	\$87,378	\$95,946
23		\$72,962	\$80,796	\$87,378	\$97,449
24		\$72,962	\$80,796	\$87,378	\$98,977
25		\$72,962	\$80,796	\$87,378	\$100,524
				\$100,523	\$102,099

 Superintendent Signature

 Date

MUSD offers three higher education stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District
MTA Head Teacher Schedule 190 days
2024-25 Annual Salary Schedule
Effective July 1, 2024

Board Approved: June 11, 2024

	1	2	3	4	5
Years	A.B.+30	A.B.+45	A.B.+60	A.B.+75	A.B.+90
1	\$54,506	\$55,552	\$56,599	\$57,647	\$58,691
2	\$56,194	\$57,268	\$58,339	\$59,416	\$60,490
3	\$57,926	\$59,027	\$60,128	\$61,231	\$62,335
4	\$59,701	\$60,833	\$61,966	\$63,096	\$64,227
5	\$61,528	\$62,688	\$63,849	\$65,009	\$66,169
6	MA \$63,399	\$64,589	\$65,783	\$66,971	\$68,164
7	\$2,500	\$66,543	\$67,766	\$68,987	\$70,212
8	\$67,293	\$68,547	\$69,803	\$71,058	\$72,310
9	Ph.D. \$69,315	\$70,603	\$71,892	\$73,180	\$74,468
10	\$2,600	\$72,716	\$74,036	\$75,357	\$76,679
11	\$69,315	\$74,406	\$75,609	\$76,815	\$78,020
12	Natnl. \$69,315	\$75,572	\$76,796	\$78,020	\$79,244
13	\$2,500	\$76,757	\$78,002	\$79,244	\$80,486
14	\$69,315	\$76,757	\$79,226	\$80,486	\$81,749
15	\$69,315	\$76,757	\$80,468	\$81,749	\$83,032
16	\$69,315	\$76,757	\$81,729	\$83,032	\$84,332
17	\$69,315	\$76,757	\$83,010	\$84,331	\$85,653
18	\$69,315	\$76,757	\$83,010	\$85,652	\$86,995
19	\$69,315	\$76,757	\$83,010	\$86,995	\$88,359
20	\$69,315	\$76,757	\$83,010	\$88,359	\$89,744
21	\$69,315	\$76,757	\$83,010	\$89,744	\$91,148
22	\$69,315	\$76,757	\$83,010	\$91,148	\$92,577
23	\$69,315	\$76,757	\$83,010	\$92,576	\$94,027
24	\$69,315	\$76,757	\$83,010	\$94,026	\$95,499
25	\$69,315	\$76,757	\$83,010	\$95,497	\$96,993

 Superintendent Signature

 Date

MUSD offers three higher education stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

Mendocino Unified School District
MTA Head Teacher Schedule 200 days
2024-25 Annual Salary Schedule
Effective July 1, 2024

Board Approved: June 11, 2024

Years		1 A.B.+30	2 A.B.+45	3 A.B.+60	4 A.B.+75	5 A.B.+90
1		\$57,374	\$58,477	\$59,576	\$60,680	\$61,779
2		\$59,152	\$60,282	\$61,411	\$62,542	\$63,674
3		\$60,975	\$62,134	\$63,294	\$64,454	\$65,615
4		\$62,842	\$64,036	\$65,228	\$66,417	\$67,608
5		\$64,765	\$65,988	\$67,209	\$68,430	\$69,653
6	MA	\$66,735	\$67,989	\$69,245	\$70,497	\$71,752
7	\$2,500	\$68,760	\$70,045	\$71,333	\$72,618	\$73,907
8		\$70,835	\$72,155	\$73,477	\$74,797	\$76,117
9	Ph.D.	\$72,962	\$74,321	\$75,676	\$77,032	\$78,387
10	\$2,600	\$72,962	\$76,543	\$77,933	\$79,323	\$80,716
11		\$72,962	\$78,321	\$79,589	\$80,858	\$82,127
12	Natnl.	\$72,962	\$79,550	\$80,839	\$82,127	\$83,414
13	\$2,500	\$72,962	\$80,796	\$82,106	\$83,414	\$84,723
14		\$72,962	\$80,796	\$83,395	\$84,723	\$86,052
15		\$72,962	\$80,796	\$84,703	\$86,052	\$87,403
16		\$72,962	\$80,796	\$86,030	\$87,403	\$88,772
17		\$72,962	\$80,796	\$87,378	\$88,771	\$90,160
18		\$72,962	\$80,796	\$87,378	\$90,159	\$91,573
19		\$72,962	\$80,796	\$87,378	\$91,573	\$93,009
20		\$72,962	\$80,796	\$87,378	\$93,009	\$94,466
21		\$72,962	\$80,796	\$87,378	\$94,466	\$95,946
22		\$72,962	\$80,796	\$87,378	\$95,946	\$97,449
23		\$72,962	\$80,796	\$87,378	\$97,448	\$98,977
24		\$72,962	\$80,796	\$87,378	\$98,976	\$100,524
25		\$72,962	\$80,796	\$87,378	\$100,523	\$102,099

 Superintendent Signature

 Date

MUSD offers three higher education stipends: Masters, Ph.D, National Teacher Credential. MTA members and Certificated staff are eligible to receive up to two of the three stipends offered.

**Mendocino Unified School District
2024-25 Network Administrator Hourly Salary Schedule**

Effective: July 1, 2024

Board Approved: June 11, 2024

CEMUS Represented Positions

	1	2	3	4	5	6	7	8
MCN Junior Network Admin.	29.88	31.06	32.31	33.62	34.95	36.35	37.82	39.34
MCN Senior Network Admin.	37.64	39.15	40.72	42.35	44.02	45.78	47.62	49.52

Effective 07-01-2020 - 12 Month Employees will be contracted for 260 days per year

Per Section 11.9.1 of the CEMUS Collective Bargaining Unit Agreement, unit members may earn up to two (2) professional development increments; or a maximum of an 8% salary adjustment.

Signature - Superintendent

Date _____

**Mendocino Unified School District
 2024-25 Principals and Certificated Management
 Annual Salary Schedule
 Effective Date: July 1, 2024
 Board Approved: June 11, 2024**

	step	1	2	3	4	5	6	7	8	9	10	11	
HS Principal	\$	112,944	\$ 117,070	\$ 121,196	\$ 125,324	\$ 129,451							215 days
MS/GS Principal	\$	112,944	\$ 117,070	\$ 121,196	\$ 125,324	\$ 129,451							215 days
Special Education Director	\$	99,301	\$ 100,691	\$ 102,101	\$ 103,529	\$ 104,979	\$ 106,449	\$ 107,940	\$ 109,452	\$ 110,983	\$ 112,538	\$ 114,112	195 days
Lead Psychologist	\$	88,810	\$ 90,051	\$ 91,314	\$ 92,592	\$ 93,890	\$ 95,202	\$ 96,536	\$ 97,887	\$ 99,256	\$ 100,647	\$ 102,054	185 days
<u>Speech Language Pathologist (SLP)</u>													
- Intern/RPE year	\$	59,861											200 days
- Credential Only	\$	67,071	\$ 68,253	\$ 69,455	\$ 70,672	\$ 71,908	\$ 73,159	\$ 74,429	\$ 75,715	\$ 77,019	\$ 78,345		200 days
- Credential, State License, Nat'l Board Certified	\$	75,311	\$ 76,493	\$ 77,695	\$ 78,912	\$ 80,148	\$ 81,399	\$ 82,669	\$ 83,955	\$ 85,259	\$ 86,585	\$ 87,925	200 days

SLP Credential/License/Certifications

Intern	Credential Only	Credential, State License, Nat'l Board Certified
SLP without cleared license, credential or required professional experience year (RPE year)	SLP with Credential only	SLP with cleared credential, state license, and ASHA national board certification

X _____
 Signature - Superintendent

Date _____