

Memorandum of Understanding (MOU)
between
The Corona-Norco Unified School District (CNUSD)
and the
Corona Norco Teachers Association (CNTA)

CNUSD and CNTA agree to the following regarding 2019-2020 school year compensation:

- 1) The Parties (Corona-Norco Teachers Association and the Corona Norco Unified School District) have received additional increases in state funding with regards to AB 602. These funds will create additional unrestricted General Fund dollars.
- 2) The Parties agree that providing a competitive fringe benefit to employees is beneficial. Currently, the cost the District pays for that fringe benefit does not cover the cost of the least expensive plan for a single employee. In addition, the amount of the district paid benefit varies widely from plan to plan and between certificated and management.
- 3) In an effort to provide a more substantial district provided fringe benefit amount to certificated non-management employees, the Parties agree to the following:
Retroactive to July 1, 2019, each tier of the health benefits will increase \$350 to reflect the following in Article 17.3:
 - a) Single – \$7,550
 - b) Two party or employee plus child/children – \$8,300
 - c) Family – \$9,470
 - d) This MOU is unique in circumstance and shall not be used as precedent.
 - e) This MOU shall be placed in Article 17 of the collective bargaining agreement during the 2020-2021 bargaining cycle.
- 4) Clarification from the State has been provided for the Special Education Early Intervention Preschool Grants. The amount of available fund increases equals 1% of the certificated salary schedule. The Parties agreed to meet in February 2020 and negotiate the specifics of the application and disbursement of the 1% (retroactive to July 2019) and consider any additional information not currently available at this time. Per that agreement, CNTA has met and conferred with CNUSD on February 7, 2020. CNTA believes the funds will be ongoing, but CNUSD reserves acknowledgement of the amount that will be ongoing pending the signing of the Governor’s 2020-21 budget. In order to provide CNTA members with the 1% funds for the 2019-20 year, CNTA agrees to a payout of said 2019-20 funds by March 15, 2020. The Parties agree that any amount of these monies up to the full 1% that are ongoing funding (funding continuing beyond 2019-2020), shall be applied to certificated non-management salary/fringe benefits (as of July 1, 2020), with allocations determined by CNTA.

For CNUSD:

For CNTA:

Glen Gonsalves **Date**
Assistant Superintendent Human Resources

Chris Rodriguez **Date**
President- Corona Norco Teachers Association

Tonya Spencer, Negotiations Chair- CNTA **Date**