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**MEMORANDUM OF UNDERSTANDING
BETWEEN GOMPERS PREPARATORY ACADEMY AND
SAN DIEGO EDUCATION ASSOCIATION**

This Memorandum of Understanding (“MOU”) is entered into as January 27, 2020 by and between Gompers Preparatory Academy (“GPA”), on the one hand, and Gompers Teachers Association (GTA) and San Diego Education Association (“SDEA”), on the other, in order to increase specified unit members’ salaries to meet the exempt minimum salary required by California law. GPA, GTA and SDEA will collectively be referred to as the “Parties” and individually referred to as a “Party,” in this MOU.

RECITALS

WHEREAS, GPA is a nonprofit public benefit corporation operating a public charter school;

WHEREAS, SDEA is the exclusive representative of GTA (collectively referred to hereafter as (GTA/SDEA”);

WHEREAS, the Parties are currently engaged in collective bargaining of the terms and conditions of employment under the Educational Employment Relations Act; and

WHEREAS, the Parties desire to reach an agreement to ensure that all unit members’ salaries continue to meet the exempt minimum salary specified by California law, while negotiations as to terms and conditions of employment continue, in order to minimize disruption to school operations and to ensure that unit members continue to be employed as exempt employees.

NOW THEREFORE, in consideration of the mutual promises, obligations and covenants set forth herein, the Parties set forth the following MOU.

AGREEMENT

1. Term. This MOU will remain in effect until a further agreement is executed by the Parties.

2. Minimum Exempt Salary. Effective January 1, 2020, the salary of all unit members who fall under the “Intern” step or Step No. 1 of GPA’s current salary schedule will be moved to Step 2 and will earn \$51,878.00 per year. The salary of all other unit members shall remain unchanged.

3. Entire Agreement. The Parties agree that this MOU does not change any other terms or conditions of employment.

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BY SIGNING BELOW THE PARTIES REPRESENT THAT THEY HAVE READ AND UNDERSTAND THE MOU AND VOLUNTARILY AGREE TO ITS TERMS, AND THAT THEY HAVE AUTHORITY TO ENTER INTO THIS MOU.

GOMPERS PREPARATORY ACADEMY:

Date: _____

Vincent Riveroll
Superintendent

SAN DIEGO EDUCATION ASSOCIATION:

Date: _____

Anthony Saavedra
Field Organizer

Date: _____

Name: _____
Employee Representative