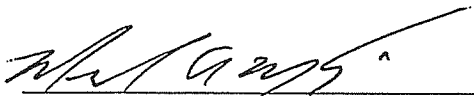



Memorandum of Understanding (MOU)
between
Santa Ana Unified School District (SAUSD)
and
Santa Ana Educators' Association (SAEA)
November 20, 2014

The following constitutes an agreement between Santa Ana Educators Association (SAEA) and the Santa Ana Unified School District (SAUSD) regarding a second full-time release officer for Association business.

1. SAUSD agrees to the release of an SAEA officer from site duties on a full-time basis with no loss of pay, seniority, sick leave or benefits from January 5, 2015 to June 2015 and all of the 2015-16 school year.
2. The second release will be selected according to SAEA Bylaws.
3. SAEA agrees to reimburse the District for 50% of the officer's salary, benefits and statutory benefits.
4. Officer will follow a traditional calendar with no additional days or summer employment through this agreement.
5. Upon the conclusion of the release, the released officer will select his/her assignment from all certificated vacant positions available before they are posted on Ed Join for the first round of transfers and no interviews will be necessary.
6. This MOU is contingent to the approval of the SAEA Board of Directors and SAUSD Board of Education.
7. This MOU is not precedent setting.



Mark McKinney
Associate Superintendent of HR
Santa Ana Unified School District



Susan Mercer
President
Santa Ana Educators' Association

1/5/15
Date

1/5/15
Date