

**Memorandum of Understanding (MOU)**  
**Between the**  
**Pittsburg Education Association**  
**And**  
**Pittsburg Unified School District**  
**December 14, 2023**


**Compensation for Resource Specialists Who Serve as Case Manager for More Than 28 Students**

The Pittsburg Education Association (PEA) and the Pittsburg Unified School District (District), hereafter "the Parties", enter into this MOU (Agreement) regarding compensation for Resource Specialists who agree to be assigned more than 28 students.

As provided in this Agreement, the Parties have agreed as follows:


1. The PEA contract limits the caseload of Resource Specialists to twenty-eight (28) students (Article 8.3.3).
2. When a Resource Specialist's caseload goes above 28 students, he/she shall have the choice of serving those students and shall be compensated as follows for each student over twenty-eight (28):
  - a) One (1) student over = \$675/month
  - b) Two (2) students over = \$1500/month
  - c) Three (3) students over = \$2400/month
  - d) Four (4) students over = \$3375/month
3. The student(s) must be enrolled on the Resource Teacher's caseload at least ten (10) school days in the month for the unit member to receive the monthly compensation under this section. If the enrollment is nine (9) school days or less, the monthly compensation shall be prorated.
4. Compensation shall be paid for each month in which the Resource Specialist is over twenty-eight (28) students.
5. The agreement shall be implemented only with the written agreement of the Resource Specialist and authorization from PEA. (Note: PEA/PUSD shall jointly create an authorization/agreement form for the agreement by the Resource Specialist and authorization from PEA.)
6. No Resource Specialist receiving additional compensation shall have more than thirty-two (32) students.
7. This MOU shall be retroactive to July 1, 2023.
8. This MOU shall sunset June 30, 2025.
9. The Parties agree to meet and negotiate to extend or change this Agreement during the next round of negotiations for the 2024-2025 school year.

Pittsburg Education Association

  
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Celia Medina-Owens, PEA President

Date: 12/14/2023

Pittsburg Unified School District

  
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Nancie Castro, Assistant Superintendent

Date: 12/15/23