2020-21	0%	0%
2021-22	5.71%	4%
2022-23	13.26%	
2023-24	8.13%	
	34.06%	

E. Lowered caseloads in Special Education
F. Establishment of District-wide Community Schools Coordinator position
G. Establishment of school site Community Schools Specialists position

3. Indemnity Clause: Because of SCUSD's repeated refusal to abide by signed, written agreements with SCTA, and in order to provide guarantees of its intention to abide by this MOU, the District agrees that if it is found to be in violation of this agreement by the California Public Employment Relations Board (PERB) or a labor arbitrator as set forth in Article 4 of the parties' collective bargaining agreement, the District shall indemnify SCTA in the amount of $250,000 for each infraction. An arbitrator will also be empowered to award additional punitive damages against the District.