



**MEMORANDUM OF UNDERSTANDING (MOU)**  
between  
**PAJARO VALLEY FEDERATION OF TEACHERS**  
(Union)  
and  
**PAJARO VALLEY UNIFIED SCHOOL DISTRICT**  
(District)



WHEREAS, there is a shortage of certificated employees who possess the necessary credential to perform the services of the following positions:

**Single Subject Math**  
**Single Subject Science**

WHEREAS, the District is required to provide services to students and,

WHEREAS, it is in the best interest of the District and the Union to encourage District employees to complete the course work to obtain their clear credentials for these positions;

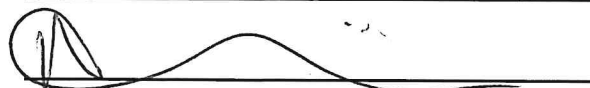
The District and the Union hereby agree:

- Employees in these positions without a clear credential or employees with a clear credential for their current position shall be eligible to receive tuition reimbursement for taking the necessary courses to obtain a clear credential for one of these positions.
- Eligible employees who wish to participate in this benefit shall submit proof of the tuition amount to the District within three months of starting the class. The District shall reimburse the eligible employee for one half of the amount of the tuition within one month of receiving the request. The second half of the reimbursement shall be made no later than the last scheduled workday of the following school year, if the employee has continued employment with PVUSD.
- Eligible employees of this program who are placed in a math or science position will receive the signing bonus as per the CBA-Article VII. A. 6 Wages and Related Matters.
- Completion of the academic program may require more than one year. Courses must be successfully completed to be eligible for tuition reimbursement.
- This MOU shall sunset on June 30, 2022 unless extended in writing by the parties.

  
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February 7, 2019

  
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Pajaro Valley Unified School District

  
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Pajaro Valley Federation of Teachers