

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:

Special Education

WHEREAS, the District is required to provide services to students in Special Education and,

WHEREAS, The District and the Union wish to encourage current employees to fill these positions;

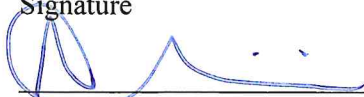
WHEREAS, it is in the best interest of the District and the Union to encourage District employees to complete the coursework or State examination necessary to obtain their clear credentials for the positions;

The District and the Union hereby agree:


- Employees must have worked a minimum of two (2) years with PVUSD and enroll in coursework towards a Special Education credential to be eligible to receive tuition reimbursement.
- Eligible employees who wish to participate in this benefit shall submit proof of the tuition amount to the SELPA Director or Designee within three months of starting the coursework. The District shall reimburse the eligible employee for one half of the tuition allocation upon completion of all course work required for a Special Education credential and the employee is hired into a position requiring a Special Education Credential. The second half of the reimbursement shall be made at the start of the subsequent school year provided the employee remains employed with the District and is in a position requiring a Special Education Credential.
- Eligible employees who show proof of passing all examinations approved by the state in Special Education and moving into a Special Education position will be reimbursed for the cost of the successfully passed examinations at the start of their first year in a Special Education position.
- In order to qualify for a bonus equivalent to the amount defined in the CBA Article VII A.6, eligible employees must have completed their coursework after September 1, 2020 and must be placed in a Special Education position and previously have not been teaching in a Special Education position. Employees will be limited to one (I) aforementioned bonus.
- The District will accept six (6) eligible employees for reimbursement of tuition each year and will reimburse up to Five Thousand (5000) dollars per employee. Eligibility will be on a first come, first serve basis.
- Employees who previously qualified for the Special Education Tuition Reimbursement and already received their first reimbursement shall receive their second reimbursement according to the prior MOU which sunset on 06/30/2020.
- This MOU shall sunset on June 30, 2023 unless extended in writing by the Parties.

For Pajaro Valley Unified School District

For Pajaro Valley Federation of Teachers

Signature Date
 7/16/2020

Signature Date

Signature Date
 7/16/20

Signature Date