

**MEMORANDUM OF UNDERSTANDING (MOU)**

**between**

**PAJARO VALLEY FEDERATION OF TEACHERS (Union)**

**and**

**PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)**

**Temporary increase to compensation for subbing during prep**

**WHEREAS**, the District currently has a higher number than normal of classroom vacancies;

**WHEREAS**, the District and Union recognize the COVID-19 pandemic has contributed to a statewide teacher and substitute shortage;

**WHEREAS**, there is a shortage of available substitutes to cover the vacancies as well as day to day absences;

**WHEREAS**, unit members are having to substitute during their preparation periods/block to cover absences and vacancies at a higher than normal rate;

**WHEREAS**, The District and Union recognize that quality instruction should be the priority after approximately eighteen (18) months of remote instruction;

**WHEREAS**, The District continues to recruit new hires through online postings, surrounding teacher credentialing programs, retiree pool, and other local hiring measures; and,

**NOW, THEREFORE**, the Parties do hereby agree as follows:

1. In the event that a class is divided among more than one (1) classroom teacher, each teacher who received the additional students shall be paid the Step 22 Class IV hourly rate.
2. Unit members who substitute during their preparation time shall be paid the Step 22 Class IV hourly rate.
3. The District and PVFT agree to continue to discuss additional measures to address the potential impacts to unit members.
4. This MOU shall not be precedent setting and shall not constitute a past practice.
5. This MOU shall be in effect from October 14, 2021 to June 3, 2022

For Pajaro Valley Unified School District

For Pajaro Valley Federation of Teachers

\_\_\_\_\_  
Signature Date

  
\_\_\_\_\_  
Signature Date

10/8/21