

MEMORANDUM OF UNDERSTANDING (MOU)

between

PAJARO VALLEY FEDERATION OF TEACHERS (Union) and
PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)

Signing Bonus for Mathematics, Science, Special Education and BCLAD


WHEREAS, the District and the Union recognize the difficulty in filling positions in the areas of Math, Science, Special Education and BCLAD; and

WHEREAS, it is in the best interest of the District and Union to recruit and retain highly qualified teachers especially in hard to fill positions; and,

NOW, THEREFORE, the District and Union hereby agree as follows:

1. The District will provide a \$2,500 signing bonus to teacher candidates in the areas of mathematics, science, Special Education and BCLAD.
 - a One-half of the stipend will be paid at the end of the 1st semester or equivalent days the employee is employed by PVUSD.
 - b The second half of the stipend will be paid at the beginning of the second year if the teacher is employed with PVUSD.
 - c Teachers with a BCLAD must be hired into a position requiring a BCLAD credential and must remain in a position requiring a BCLAD credential for the 2022-2023 and 2023-2024 school year to receive the full amount.
 - d The stipend will be pro-rated for late hires and by FTE.
 - e Teachers hired on a STSP, PIP or Waiver will be paid the full amount of the signing bonus at the beginning of their Internship year.
 - i If a teacher earns their Intern Credential mid-year, the full stipend amount will be paid at the beginning of the subsequent year.
2. This MOU shall be in effect for the 2022-2023 school year.
3. This MOU shall not be precedent setting and shall not constitute a past practice.

For Pajaro Valley Unified School District



Signature

4/21/22

Date

For Pajaro Valley Federation of Teachers



Signature

4/21/22

Date