

MEMORANDUM OF UNDERSTANDING (MOU)

between

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

Voluntary Coaching Support for Interns and Teachers with Short Term Teaching Permits, Variable Term  
Waivers and Provisional Intern Permits

**WHEREAS**, the District is required to provide coaching support to teachers who are in internship programs to earn their teaching credential; and

**WHEREAS**, it is in the best interest of the District and Union to provide coaching support to teachers with Short Term Teaching Permits and Provisional Intern Permits; and,

**WHEREAS**, it is in the best interest of the District and the Union to maximize the effectiveness of these new teachers;

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

1. Experienced teachers who are asked and who agree will provide general support to these new teachers in curriculum planning and instruction, pacing strategies, distance learning and successful classroom management strategies. They will be referred to in this agreement as "Voluntary Teacher Coaches".
2. Voluntary Teacher Coaches will be selected by the District from current permanent teachers within the District.
3. Participating new teachers will be assigned a Voluntary Teacher Coach based on availability. If there is a shortage of Voluntary Teacher Coaches, assignments will be based on need, as determined by the site administrators.
4. Voluntary Teacher Coaches will meet informally a minimum of three times per month or as needed with the new teacher to assess needs and identify needed areas of support. The Voluntary Teacher Coaches may also meet with the site administrator to address needs and identify needed areas of support (non-evaluative).
5. Voluntary Teacher Coaches will invite the new teacher to observe lessons in the Voluntary Teacher Coach's classroom, Google Classroom, Virtual Instruction or accompany the new teacher to observe lessons by other teachers.
6. Voluntary Teacher Coaches may observe lessons and provide subsequent direct feedback to the new teacher about lessons (non-evaluative), lesson planning, distance learning and classroom management.
7. Voluntary Teacher Coaches will receive a stipend of 3% of Class I Step I per year, per Mentee.
8. This MOU shall be in effect as a pilot project for the 2022-2023 and 2023-2024 school years only.
9. This MOU shall not be precedent setting and shall not constitute a past practice.

For Pajaro Valley Unified School District

For Pajaro Valley Federation of Teachers

  
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