

MEMORANDUM OF UNDERSTANDING (MOU)

between

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

Voluntary Coaching Support for Interns and Variable Term Waivers

WHEREAS, the District is required to provide coaching support to Psychologists, School Nurses and Speech and Language Pathologists who are in internship programs to earn their credential; and

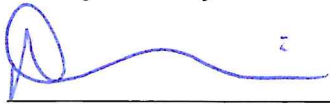
WHEREAS, it is in the best interest of the District and Union to provide coaching support to Psychologists, School Nurses and Speech and Language Pathologists on a Variable Term Waiver; and,

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


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

1. Experienced Psychologists, School Nurses or Speech and Language Pathologists who are asked and who agree will provide general support to these new employees in fulfilling their intern requirements and/or supporting their entry into their respective fields. They will be referred to in this agreement as "Voluntary Coaches".
2. Voluntary Coaches will be selected by the District from current permanent Psychologists, School Nurses and Speech and Language Pathologists within the District.
3. Participating new Psychologists, School Nurses and Speech and Language Pathologists will be assigned a Voluntary Coach based on availability. If there is a shortage of Voluntary Coaches, assignments will be based on need, as determined by the SELPA administration.
4. Voluntary Coaches will meet informally a minimum of four times per month or as needed with the new employee to assess needs and identify needed areas of support. Voluntary Coaches may meet with the supervising teacher at the university where the employee is enrolled. The Voluntary Coaches may also meet with the SELPA administration to address needs and identify needed areas of support (non-evaluative). Meetings shall not exceed ten (10) hours per month outside of the workday.
5. Voluntary Coaches may observe sessions with students, assessments and IEPs and provide subsequent direct feedback to the Psychologists, School Nurses and Speech and Language Pathologists (non-evaluative).
6. Voluntary Coaches will receive a stipend of 4% of Step I of their salary schedule per year, per Mentee.
7. This MOU shall be in effect as a pilot project for the 2022-2023 and 2023-2024 school years only.
8. This MOU shall not be precedent setting and shall not constitute a past practice.

For Pajaro Valley Unified School District


Signature _____ Date 9/23/22

For Pajaro Valley Federation of Teachers


Signature _____ Date 9/23/22