

MEMORANDUM OF UNDERSTANDING (MOU)

between

PAJARO VALLEY FEDERATION OF TEACHERS (Union) and

PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)

Optional teacher work days for the 2022-2023, 2023-2024, and 2024-2025 school years

WHEREAS, unit members are having to substitute during their preparation periods/block or during their release time due to the shortage of available substitutes to cover the vacancies and absences.

WHEREAS, the district and the union recognize all sites would benefit from additional time to fulfill their professional responsibilities.

WHEREAS, the district and the union recognize teachers spend many unpaid hours in order to complete their professional duties.

WHEREAS, the district and the union recognize that one time monies shall be utilized in order to fund the optional additional work days.

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

1. Teachers will be provided with one (1) optional workday paid at their per diem rate that they can utilize on any non-instructional day to fulfill their professional responsibilities during the 2022-2023 school year.
2. Teachers will be provided with four (4) optional workdays paid at their per diem rate that they can utilize on any non-instructional day to fulfill their professional responsibilities during the 2023-2024 school year.
3. Teachers will be provided with four (4) optional workdays paid at their per diem rate that they can utilize on any non-instructional day to fulfill their professional responsibilities during the 2024-2025 school year.
4. Optional workdays are to be utilized at the teachers discretion and no trainings, meetings or PD shall be scheduled on these days.
5. Teachers must utilize the optional days when administrative and/or custodial staff are present on campus.
6. All rights and protections of the PVFT Collective Bargaining Agreement not addressed in this MOU remain in effect.
7. The parties may mutually agree to extend this MOU at the end of the term.
8. This MOU shall not be precedent setting and shall not constitute a past practice.

For the District:

For the Union:

3/29/23

Signature

Date

3/29/23

Signature

Date