

MEMORANDUM OF UNDERSTANDING (MOU)

between

PAJARO VALLEY FEDERATION OF TEACHERS (Union)
and

PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)

Temporary additional Early Release time

WHEREAS, the District is unable to fill vacancies.

WHEREAS, the number of teacher absences have increased K-12

WHEREAS, there is a shortage of available substitutes to cover the vacancies.

WHEREAS, unit members are having to substitute during their preparation periods/block or during their release time.

WHEREAS, the Collective Bargaining Agreement states teachers may need to substitute on a reasonable and equitable basis.

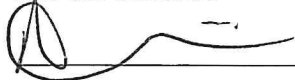
WHEREAS, the District recognizes all sites would benefit from additional time to fulfill their professional responsibilities.

WHEREAS, The District continues to recruit new hires through EdJoin, surrounding teacher credentialing programs, retiree pool, and other local hiring measures.

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

1. Site administration will determine four (4) additional early release days for General Education teachers for the 2023-2024 school year, free from meetings, for teachers to fulfill their professional responsibilities. These early release days shall be in addition to the days outlined in Article IV, Section D, 5 of the CBA.
2. Site administration will determine one (1) additional early release day for Special Education teachers for the 2023-2024 school year, free from meetings, for teachers to fulfill their professional responsibilities. These early release days shall be in addition to the days outlined in Article IV, Section D, 5 of the CBA.
3. This MOU shall not be precedent setting and shall not constitute a past practice.
4. This MOU shall be in effect from August 10, 2023 to June 7, 2024.
5. The MOU may be extended for an additional school year by mutual agreement of both parties.

For the District:

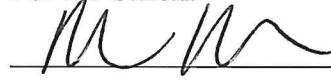


Signature

3/29/23

Date

For the Union:



Signature

3/29/23

Date