

MEMORANDUM OF UNDERSTANDING (MOU)
between
PAJARO VALLEY FEDERATION OF TEACHERS (Union)
and
PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)

Signing Bonus for Classroom Teaching Positions at WHS, PVHS, RHMS, LVMS & EAHM

WHEREAS, the District currently has a higher number than normal of classroom vacancies at Watsonville High School, Pajaro Valley High School, Rolling Hills Middle School, Lakeview Middle School and EA Hall Middle School;

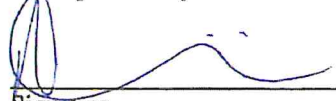
WHEREAS, the District and Union recognize the continued statewide teacher shortage;

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

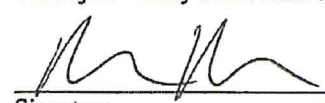
NOW, THEREFORE, the District and Union hereby agree as follows:

1. The District will provide a \$5,000 signing bonus to classroom teacher candidates who possess an Intern, Preliminary or Clear credential. An additional \$2,500 signing bonus will be provided to classroom teachers being hired into a Bilingual position and possess a BCLAD or Emergency Authorization.
 - a To receive the signing bonus teachers must sign a teaching contract between May 1, 2023 and July 31, 2023.
 - b The first half of the stipend will be paid at the beginning of the second semester of the 2023-2024 school year.
 - c The second half of the stipend will be paid at the beginning of the second semester of the 2024-2025 school year if the teacher is employed with PVUSD.
 - d Classroom teachers who are hired at the sites above must remain at the site for both the 2023-2024 and 2024-2025 school year to receive the second half of the signing bonus.
 - e The stipend will be pro-rated by FTE and days worked.
2. This MOU is in addition to the signing bonus outlined in the Collective Bargaining Agreement for Math, Science or Special Education classroom teaching positions.
3. This MOU shall be in effect from May 1, 2023 to July 31, 2023 and is for teachers who are hired for the 2023-2024 school year.
4. This MOU shall not be precedent setting and shall not constitute a past practice.

For Pajaro Valley Unified School District


Signature _____ Date 4/19/23

For Pajaro Valley Federation of Teachers


Signature _____ Date 4/14/23