

**MEMORANDUM OF UNDERSTANDING (MOU)**

**between**

**PAJARO VALLEY FEDERATION OF TEACHERS (Union)**

**and**

**PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)**

**Compensation for covering PE and Special Services**

**WHEREAS**, there is a shortage of available substitutes to cover vacancies and day-to-day absences in Special services.

**WHEREAS**, there is a shortage of available substitutes to cover vacancies and day-to-day absences in General Ed.

**WHEREAS**, The Collective Bargaining Agreement outlines the rate of pay for subbing on prep and dividing a class amongst teachers.

**WHEREAS**, Teachers in Special Services and in PE may volunteer to absorb an entire class from within their respective department for a class period or more.

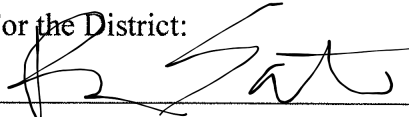
**WHEREAS**, Students in a Special Day Class setting benefit from the consistency and clear expectations of having one teacher volunteer to absorb their entire class.

**WHEREAS**, The Union and the District wish to clarify the rate of pay for voluntarily absorbing an entire class.

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

1. In the event of an absence created by a PE teacher or Special Services teacher, where no sub is available and when another teacher from within their respective department volunteers to absorb an entire class, the volunteering teacher shall be paid at the Step 22 Class IV hourly rate.
2. Teachers volunteering to absorb students in Preschool through elementary shall be paid for the portion of the work day that students are present.
3. Teachers volunteering to absorb students in secondary shall be paid for one (1) hour for every one (1) period of substituting.
4. Teachers volunteering to absorb an entire class during a block schedule (two periods) shall be compensated for two (2) hours at the above rate.
5. This MOU shall only apply to teachers within a Special Services classroom position or PE position.
6. This MOU shall not be precedent setting and shall not constitute a past practice.
7. This MOU shall be in effect starting from July 1, 2023.

For the District:

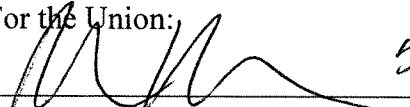
  
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For the Union:

  
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