

MEMORANDUM OF UNDERSTANDING (MOU)

between

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

Voluntary Coaching Support for Interns, Provisional Intern Permits and Variable Term Waivers

WHEREAS, the District is required to provide coaching support to Counselors who are in internship programs to earn their credential; and

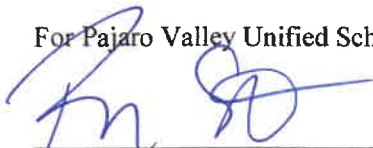
WHEREAS, it is in the best interest of the District and Union to provide coaching support to Counselors on a Variable Term Waiver or Intern Permit; and,

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 Counselors 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 Counselors within the District.
3. Intern counselors 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 site administration.
4. Voluntary Coaches will meet informally a minimum of three times per month or as needed with the new employee to assess needs and identify needed areas of support. The Voluntary Coaches may also meet with the site administration to address needs and identify needed areas of support (non-evaluative).
5. Voluntary Coaches may observe sessions with students, group presentations, meetings with families and provide subsequent direct feedback to the Counselors (non-evaluative).
6. Voluntary Coaches will receive a stipend of 3% of Class I Step I of their salary schedule per year, per Mentee.
7. This MOU shall be in effect as a pilot project for the 2024-2025 school year. The parties agree to reconvene before the end of the 2024-2025 school year to review this MOU.
8. This MOU shall not be precedent setting and shall not constitute a past practice.

For Pajaro Valley Unified School District



Signature

4/30/24

Date

For Pajaro Valley Federation of Teachers



Signature

4/11/24

Date