

**PAJARO VALLEY UNIFIED SCHOOL DISTRICT
AND
PAJARO VALLEY FEDERATION OF TEACHERS**

TENTATIVE AGREEMENT

May 6, 2025

Pajaro Valley Unified School District and the Pajaro Valley Federation of Teachers have reached this Tentative Agreement to close all negotiations for the 2024-2025 school year. The Parties agree to the following:

1. Total Compensation:
 - a. \$1,200 one time off schedule payment (pro-rated by FTE) to all unit members.
 - b. During the 2025-2026 school year only, two of the SBC days (designated by the District) will be unencumbered for all TK-12 classroom teachers. "Unencumbered" means that unit members are expected to sign in and work on-site to fulfill job duties without interruption from administrative, departmental, or grade level scheduled meetings. The teacher work day for the 25/26 school year will remain unchanged, resulting in three (3) unencumbered teacher work days for the 25/26 school year. For the adult education program on PLC day per semester will be unencumbered.
 - c. During the 2025-2026 school year only, the District will increase the number of "early release Fridays" for TK-12 classroom teachers from six (6) to eight (8).
2. Changes to Article IV, Workload and Hours, as shown in Attachment 1.
3. Changes to Article XVII, Adult Education, as shown in Attachment 2.
4. Changes to Article XIII, Evaluation, as shown in Attachment 3.
5. The Changes to Articles IV, XVII, and XIII are effective July 1, 2025.