

MEMORANDUM OF UNDERSTANDING (MOU)

between

PAJARO VALLEY FEDERATION OF TEACHERS (Union)

and

PAJARO VALLEY UNIFIED SCHOOL DISTRICT (District)

This Memorandum of Understanding (MOU) is entered into by and between the Pajaro Valley Unified School District ("District") and the PVFT ("Association"), collectively referred to as the "Parties," regarding professional development training for bargaining unit members.

Purpose:

To clarify expectations and compensation for required professional development in **LETRS** and **Swun Math** scheduled for **August 11, 2025**.

Agreement:

1. Training Requirement

All certificated bargaining unit members in the listed sites and job classifications are required to attend professional development training on August 11, 2025, covering LETRS or Swun Math instruction.

- LETRS - School Sites/Grade Levels and Job Classification:
 - i. Radcliff K-5, RSP
 - ii. Ohlone K-5, RSP
 - iii. Hall District K-5, RSP
 - iv. Landmark K-2, RSP, SDC
 - v. Calabasas K-2, RSP
 - vi. Mintie White K-2, RSP, SDC
 - vii. Reading Intervention Teachers (1.0 FTE)
- Swun Math - School Sites/Grade Levels:
 - i. Amesti K-5, RSP
 - ii. Freedom K-5, RSP
 - iii. Bradley K-6, RSP
 - iv. Mar Vista K-5, RSP
 - v. Cesar Chavez Middle School Math Teachers 6-8, RSP
 - vi. Lakeview Middle School Math Teachers 6-8, RSP
 - vii. EA Hall Math Teachers 6-8, RSP

2. Compensation

In recognition of attendance on a non-contractual day:

- Each participating unit member shall receive credit for **one (1) additional Teacher Work Day** at their **per diem rate of pay**.

- This additional paid day may be used on **another non-work day**, subject to prior approval by the site administrator and consistent with District scheduling needs.

3. Usage and Limitations

- The additional day shall be taken within the 2025–2026 school year.
- The day must be non-instructional and not conflict with mandatory work days.
- Teachers may utilize the optional days when administrative and/or custodial staff are present on campus, provided the day has been requested in writing no less than 5 working days in advance.



4. No Precedent

This MOU shall not be construed as setting a precedent for future negotiations or practices regarding professional development or compensation.

5. Duration of Agreement

This MOU shall remain in effect solely for the training and compensation described above and shall expire on June 30, 2026.

For District:

 
Signature Date

For Union:

 
Signature Date