

**Signing Bonuses**  
Memorandum of Understanding  
Salinas Elementary Teachers' Council (SETC)  
and  
Salinas City Elementary School District (SCESD)  
For the school years 2023-2024 & 2025-2025

This Memorandum of Understanding of signing bonuses will be in place for two years (2023-2024 & 2024-2025). In the Spring of 2025, SETC and SCESD will meet to revisit the agreement and decide to continue, amend, or discontinue the agreement.

All the rights and responsibilities of Article XV: Salary Schedules will remain in effect with the following modifications added to Section V: Certificated Stipends.

**SIGNING BONUS**

1. New certificated bargaining unit members who hold a preliminary or clear credential are eligible for the signing bonus.
2. The \$5,000 signing bonus will be paid over two years. The first \$2,500 installment will be paid within the first 30 workdays. The second \$2,500 installment will be paid the following school year within the first 30 workdays.


**SETC**


  
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Pamela Conner  
SETC President

  
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Merissa Dacpano  
SETC Negotiations Chair

Date: 4.13.23

**SCESD**

  
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Dr. Rebeca Andrade  
Superintendent

  
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Susana Mancera-Juárez  
Interim Assistant Superintendent H.R.

Date: 4 / 13 / 23