

**MEMORANDUM OF UNDERSTANDING BETWEEN
LOS GATOS-SARATOGA UNION HIGH SCHOOL DISTRICT
AND DISTRICT TEACHERS ASSOCIATION
HOURLY RATE OF PAY FOR ADDITIONAL DUTIES**

October 10, 2023

The Los Gatos-Saratoga Union High School District ("District") and District Teachers Association ("DTA") enter this Memorandum of Understanding ("MOU") regarding additional compensation for members performing the duties of their primary assignment that extend beyond their duty day and/or caseload, classload, or workload due to position vacancies/leaves. The parties agree that, while performing the extra duties listed below, the applicable members shall be paid \$100 per hour, the equivalent hourly rate for a teacher who substitutes for another class during their prep or unassigned period.

The following positions and duties qualify for the additional compensation listed above:

- Program Specialists who:
 - Temporarily cover case management for Education Specialist teacher leaves and/or vacancies.
 - Temporarily cover the work of SpEd Department Chair/Liaison position leaves or vacancies.

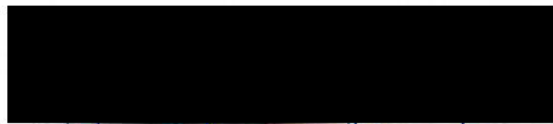
The District shall make every effort to fill vacancies that create this extra work. Once the position is filled or the teacher returns from leave, the additional compensation will conclude.

The terms and conditions of this Memorandum of Understanding are non-precedent setting and are subject to the grievance article of the Mutual Agreement of Trust.

This MOU is retroactive to July 1, 2023 and shall sunset June 30, 2024, unless extended by mutual agreement of the parties.



Bill W. Sanderson
Superintendent



Jen Young
DTA President