

Memorandum of Understanding

Between  
Sunnyvale Education Association and  
Sunnyvale School District

July 1, 2022

**Re: Bonus for Unit Members Reassigned to Special Education and Speech Language Pathologist Positions for the 2022-2023 School Year**

The District and the Association continue to share a mutual interest in attracting and retaining the highest quality certificated employees. The parties have determined that special education positions continue to be particularly hard to fill. Therefore, in order to attract current unit member employees to these positions the District shall offer a bonus as set forth below for the 2022-2023 school year.

**1. Special Education Positions:**

As used in the MOU, special education positions for which this bonus is provided are defined as and shall apply to current unit members who:

- a. Agree to assignments to provide service requiring an Education Specialist credential: *and*
- b. Possess such credential (including interns) for Resource Specialist, Mild-Moderate, Moderate-Severe, and Orthopedically Impaired: *or*
- c. Agree to enroll in a credential program during the 2022-2023, school year to earn such a credential for Resource Specialist, Mild-Moderate, Moderate-Severe, and Orthopedically Impaired and upon successful completion, assume one of the aforementioned positions within the Sunnyvale School District.

In addition, the bonus applies for any current certificated staff member who possess a Speech-Language Pathology Services Credential and agrees to an assignment as a Speech Language Pathologist.

**2. Signing Bonus:**

For sections #a and #b, as well as Speech Language Pathologist position listed above, upon acceptance of reassignment into a position requiring an Education Specialist credential or a Speech-Language Pathology Services credential and commencement of paid service with the District, unit members as defined in #1 above shall receive a

one-time \$6000 bonus to be paid in two lump sum payments of \$3000 each. The first payment will be included with the first regular pay warrant of the 2022-2023 school year and the second payment will be included with the final pay warrant of the 2023-24 school year. For section #c listed above, the first payment will be included with the first regular pay warrant of the 2022-2023 school year and the second payment will be included in the first pay warrant of the school year in which they assume a Resource Specialist, Mild-Moderate, Moderate-Severe, and Orthopedically impaired position.

This MOU referring to “Bonus for Unit Members Reassigned to Special Education and Speech Language Pathologist Positions for the 2022-2023 School Year” shall expire automatically at the end of the 2022-2023 school year.

For Sunnyvale Education Association:

For the District:

*Heather A. Mumy* Aug 13, 2022  
Heather A. Mumy (Aug 13, 2022 08:30 PDT)

Name Date

*Wendi Smith* Aug 13, 2022  
Wendi Smith (Aug 13, 2022 11:41 PDT)

Name Date

*Laura Smith* Aug 13, 2022  
Laura Smith (Aug 13, 2022 13:02 PDT)

Name Date

*Mary Beth Allmann* Aug 14, 2022  
Mary Beth Allmann (Aug 14, 2022 16:59 PDT)

Name Date

*Jeremy Nishihara* Aug 15, 2022  
Jeremy Nishihara (Aug 15, 2022 14:32 PDT)

Name Date