

**Memorandum of Understanding
Between
Visalia Unified School District
And
Visalia Unified Teachers Association**

Recruitment Bonus, Highly Qualified Math, English, Science, Ed. Specialist

This memorandum of understanding (“MOU”) is entered into and between Visalia Unified School District (“District”) and the Visalia Unified Teachers Association (“VUTA”) (collectively “Parties”) effective July 1, 2026. The Parties current Collective Bargaining Agreement (“CBA”) is effective from July 1, 2026 through June 30, 2028. This MOU addresses agreements reached between the Parties related to addressing the current and ongoing shortage of fully-credentialed teachers in hard-to-fill positions (e.g. Math, English, Science, Education Specialist) and the related challenges in recruiting, hiring, and retaining qualified candidates in these positions.

Recitals

- A. WHEREAS, over the past three years there has been an average of 15 Math, English, Science, and Education Specialist teaching positions that remain unfilled by the first day of the school year.
- B. WHEREAS, less than 50% of teachers hired by the District in Math, English, Science, and Education Specialist positions hold a preliminary or clear credential upon hiring.
- C. WHEREAS, 63% of Math, English, Science, and Education Specialist teachers who resign from the District do not hold a preliminary or clear credential.
- D. WHEREAS, to better attract, recruit and retain needed Math, English, Science, and Education Specialist teachers, the Parties agree to the processes and terms established by this MOU and that, unless otherwise noted below, the terms of this MOU shall supersede any provisions of the CBA between the Parties that are in conflict it.

Agreement

NOW, THEREFORE, the Parties agree as follows:

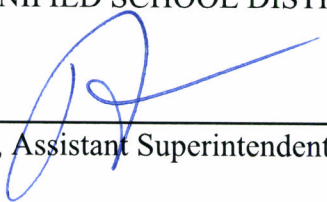
1. The District will pay qualified Math, English, Science, and Education Specialist candidates with a minimum of three years of fully credentialed teaching experience (“Employee”) a five thousand dollar (\$5,000) signing bonus (“Signing Bonus”).
2. The Signing Bonus will be paid as follows:
 - a. \$2,000 by December 31st of their first year of service, provided the Employee begins employment no later than the first instructional day of the school year. The bonus amount for an Employee who begins employment after the first

instructional day of said school year will be prorated to reflect the Employee's start date during the school year.

- b. \$2,000 by June 30th at the end of their second year of service with the district (provided that the Employee fully completes their contract for the year).
 - c. \$1,000 by June 30th at the end of their third year of service with the district (provided that the Employee fully completes their contract for the year).
 - d. To receive each of the installments of the Signing Bonus, the Employee must be employed in a Math, English, Science, or Education Specialist position with the District. In the event the Employee transfers to a position requiring a different credential or Employee's employment with the District has terminated, Employee shall not be entitled to further installments.
3. The District will pay individuals currently employed with the district ("Current Employee"), as of October 1, 2025, a one thousand dollar (\$1,000) referral incentive, for the referral of each qualified Math, English, Science, and Education Specialist candidate, who begins employment with the district during the first semester of the school year.
4. The recruitment incentive will be paid as follows:
 - a. \$500 by December 31st of the Employee's first year of service, provided the Employee begins employment no later than the first instructional day of the school year. The incentive amount paid to a referring Current Employee for an Employee who begins employment after the first instructional day of said school year will be prorated to reflect the Employee's start date during the school year.
 - b. \$500 by June 30th at the end of the Employee's second year of service with the district (provided that the Employee fully completes their contract for the year).
 - c. To receive each of the installments of the Signing Bonus, the Employee must be employed by the District in a Math, English, Science, or Education Specialist position and the Current Employee must be employed by the District at the time the installment is made.
5. The signing bonus/retention incentive shall not constitute creditable compensation, and withholdings for CalSTRS will not be made.
6. In consideration for each incentive, Employee agrees to remain employed with the District at least until the end of each school year, working in the credential area as designated above. If Employee leaves the District prior to the end of the school year during their first year of service, Employee agrees to re-pay the District for any signing bonus/retention incentive paid. Employee will enter into a repayment agreement with the District to re-pay the District for the signing bonus/retention incentive paid.

7. With respect to its content, this MOU supersedes the CBA and prior MOUs regarding bonus/incentive pay.
8. The Parties agree that this MOU shall not create a precedent for any purpose.
9. This agreement is to remain in place through June 30, 2028. With the consent of both parties, the agreement may be extended to support the recruitment, hiring, and retention of qualified candidates for hard-to-fill teaching positions.

VISALIA UNIFIED SCHOOL DISTRICT

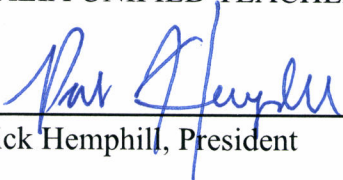


Ben Dhillon, Assistant Superintendent

Date: _____

6/8/26

VISALIA UNIFIED TEACHERS ASSOCIATION



Patrick Hemphill, President

Date: _____

6/9/26