

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

**Extra Duty Pay for Combination Class Teachers
2026-2028**

The Visalia Unified School District (“District”) and the Visalia Unified Teachers Association (“VUTA,” and collectively, the “Parties”), enter into this Memorandum of Understanding (“Agreement”) regarding extra duty pay for eligible VUTA unit members assigned to combination classrooms during the 2026-2028 school years.

Recitals

A. WHEREAS, the collective bargaining agreement (“CBA”) addresses certain working conditions related to general education elementary school classes comprised of students at more than one grade level of students (“Combination Classes”);

B. WHEREAS, the Parties acknowledge that the specialized nature of teaching Combination Classes presents certain unique challenges and expectations for bargaining unit members in these assignments, including the need to develop curriculum and providing learning activities for students at different grade levels; and

C. WHEREAS, the Parties intend to generally study extra duty pay for various assignments and anticipate this work will inform negotiations for the 2027-2028 school year, the Parties have agreed that extra duty pay for unit members who teach Combination Classes should be provided for the next two years, as set forth below.

Agreement

NOW, THEREFORE, the Parties agree as follows:

1. The foregoing Recitals are incorporated in this Agreement.
2. Unit members teaching Combination Classes elementary school sites shall receive extra duty pay at Level IV of the Extra Duty Pay Schedule (currently listed as Appendix D-5) of the CBA.
3. The extra duty pay shall be subject to applicable taxes, and withholding, and reported to STRS in the appropriate manner.
4. The term of this Agreement shall be from July 1, 2026, through June 30, 2028, and may be extended by mutual written agreement of the Parties.

5. The Parties agree that this MOU shall not create a precedent for any purpose.

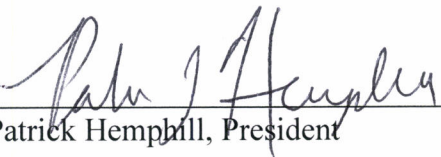
VISALIA UNIFIED SCHOOL DISTRICT



Ben Dhillon, Assistant Superintendent

Date: 5/22/26

VISALIA UNIFIED TEACHERS ASSOCIATION



Patrick Hemphill, President

Date: 5/22/26