

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

Transfer Bonus, Highly Qualified Educations Specialists at Compass Learning Center

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 June 1, 2026. This MOU addresses agreements reached between the Parties related to addressing the current and ongoing shortage of fully-credentialed Education Specialists assigned to the District’s Compass Learning Center and the related challenges in attracting and retaining highly qualified teachers assigned to this unique special education setting.

Recitals

A. WHEREAS, the Compass Learning Center serves students with intensive special needs, requiring the specialized academic, behavioral and social-emotional expertise and advanced classroom management found only in seasoned, highly qualified Education Specialists.

B. WHEREAS, the District aims to promote long-term systemic stability by incentivizing the voluntary placement of clear-credentialed educators who possess a proven ability to facilitate rigorous academic learning in special education settings.

C. WHEREAS, the District has determined that a voluntary transfer bonus is a critical fiscal and operational strategy to bridge the experience gap, ensuring that our most vulnerable students are supported by qualified and experienced teaching professionals.

D. WHEREAS, to better attract and retain highly qualified 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.

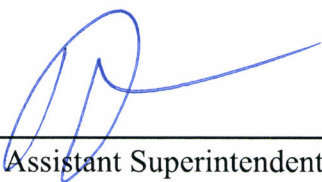
Agreement

NOW, THEREFORE, the Parties agree as follows:

1. The District will pay Education Specialists currently employed with the District, who have a fully clear Education Specialist credential and/or at least 5 years of effective experience working with students with disabilities as an Education Specialist (“Employee”) a ten thousand dollar (\$10,000) bonus (“Transfer Bonus”) to those unit members willing to voluntarily transfer to the Compass Learning Center.
2. The Transfer Bonus will be paid as follows:

- a. \$4,000 by December 31st of their first year of service, provided the Employee begins the assignment no later than the first instructional day of the school year. The bonus amount for an Employee who begins the assignment after the first instructional day of said school year will be prorated to reflect the Employee's start date during the school year.
 - b. \$3,000 by June 30th at the end of their second year of service in the assignment (provided that the Employee remains in the assignment and fully completes their contract for the year).
 - c. \$3,000 by June 30th at the end of their third year of service in the assignment (provided that the Employee remains in the assignment and fully completes their contract for the year).
 - d. To receive each of the installments of the Signing Bonus, the Employee must be employed in an Education Specialist position assigned to the Compass Learning Center. In the event the Employee transfers to a position in a different assignment or Employee's employment with the District has terminated, Employee shall not be entitled to further installments.
3. The Transfer Bonus incentive shall not constitute creditable compensation, and withholdings for CalSTRS will not be made.
4. 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 assigned position as designated above. If Employee voluntarily transfers out of their assignment or leaves the District prior to the end of the school year during their first year at Compass Learning Center, Employee agrees to re-pay the District for any Transfer Bonus incentive paid. Employee will enter into a repayment agreement with the District to re-pay the District for the Transfer Bonus incentive paid.
5. With respect to its content, this MOU supersedes the CBA and prior MOUs regarding bonus/incentive pay.
6. The Parties agree that this MOU shall not create a precedent for any purpose.
7. This agreement is to remain in place through June 30, 2029. With the consent of both parties, the agreement may be extended to support attracting and retaining highly qualified Education Specialists at the Compass Learning Center.

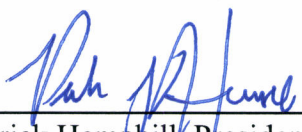
VISALIA UNIFIED SCHOOL DISTRICT



Ben Dhillon, Assistant Superintendent

Date: 6/8/26

VISALIA UNIFIED TEACHERS ASSOCIATION



Patrick Hemphill, President

Date: 6/9/26