

Memorandum of Understanding #2025-1A-P
Between
The Patterson Joint Unified School District
And
Patterson Association of Teachers

January 15, 2026

This memorandum of understanding (herein, "MOU") is agreed upon between the Patterson Joint Unified School District (herein, "District") and the Patterson Association of Teachers (herein, "Association") regarding a hiring bonus for Speech Language Pathologists (SLP).

The District and Association understand we have not had applicants apply for SLP vacancies and we have to contract with outside agencies to ensure services are provided to current PJUSD students. The District and Association also agree there is a need to hire and retain Speech Language Pathologists. In an effort to hire and retain SLP's, we are in agreement to offer a hiring bonus of \$5,000 to be competitive with surrounding and competing districts, to be paid as follows:

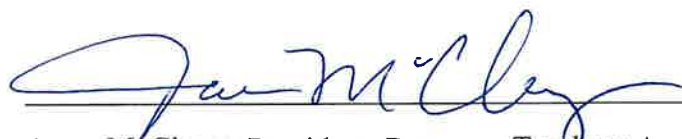
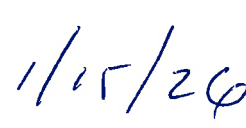
\$5,000 (\$2000 August 2026, \$1500 August 2027, \$1500 August 2028)

This will be effective July 1, 2026 for newly hired SLP's for the 2026-2027 academic year only.

The Association and the District agree that this MOU does not set a precedent nor establish a "past practice" for any future incentives.

 _____ Date: 

Nancy Lane, Assistant Superintendent, Human Resources

 _____ Date: 

Jason McCleery, President, Patterson Teachers Association

_____ Date:
Kristal Grimes, Vice President, Patterson Association of Teachers