MEMORANDUM OF UNDERSTANDING BETWEEN PALMDALE SCHOOL DISTRICT AND PALMDALE ELEMENTARY TEACHERS ASSOCIATION (PETA)/CTA/NEA

July 1, 2022

The Palmdale School District and the Palmdale Elementary Teachers Association (PETA)/CTA/NEA agree to modify Article 4.12:

Effective July 1, 2015, a three thousand dollar ($3,000) one time ~~signing/~~transfer bonus shall be awarded to persons that hold an appropriate preliminary credential in the following positions: Adaptive Physical Education, Deaf and Hard of Hearing (DHH), Special Day, Resource, Language/Speech, and BCLAD Certificate holders. Effective April 1, 2000, a three thousand dollar ($3,000) one time ~~signing/~~transfer bonus shall be awarded to persons that hold an appropriate credential authorizing service as a school psychologist. Transfer bonus applies to permanent unit members. Unit members must serve in the position for a minimum of three (3) years. Unit members not completing three (3) years shall repay a prorated portion of ~~signing/~~transfer bonus, not to exceed one thousand ($1,000) per year.

Effective July 1, 2015, a three thousand dollar ($3,000) one time ~~signing/~~transfer bonus shall be awarded to persons that hold an appropriate preliminary credential in the following positions: Language Arts, Math, Social Studies, Science, and Physical Education. Transfer bonus applies to permanent unit members. Unit members must serve in the position for a minimum of three (3) years. Unit members not completing three (3) years shall repay a prorated portion of ~~signing/~~transfer bonus, not to exceed one thousand

($1,000) per year. The District and the Association agree that when an employee is eligible to move from one (1) salary schedule to another for promotional/career advancement purposes, his/her current pay rate shall not be jeopardized.

Effective July 1, 2022, A six-thousand dollar ($6,000) one-time signing bonus for newly hired unit members in the following positions: Special Day Class, Deaf and Hard of Hearing (DHH), Resource Specialist Program, Math, Science, Social Studies, Physical Education, and Multiple Subject with BCLAD Authorization (position must require authorization), School Nurses, and Psychologists. Unit members must serve in the position for a minimum of three (3) years. Unit members not completing three (3) years shall repay a prorated portion of the signing bonus, not to exceed two-thousand dollars ($2,000) per year.

This memorandum of understanding is non-precedent setting and shall be in effect from July 1, 2022 through June 30, 2023.

Raul Maldonado Superintendent, Palmdale School District	Andrew Ramirez President, Palmdale Elementary Teachers Association
9/13/22 Date	9/13/22 Date