

MEMORANDUM OF UNDERSTANDING

Between
Center Joint Unified School District
And
Center Unified Teachers Association

This Memorandum of Understanding (MOU) confirms and clarifies the parties' mutual understanding and agreement regarding the hiring of new certificated employees for the 2018-2019 and 2019-2020 school years.

1. Certificated employees new to the District or returning after the break in service shall be allowed year for year service up to Step 16 on the salary schedule.
2. Those positions that are board designated as "Hard to Fill" shall have the potential for a bonus not to exceed \$10,000. For initial salary placement of such positions, non-teaching experience related to the employee's assignment may be considered in addition to teaching experience. New hires in "Hard to Fill" positions shall be allowed year for year service for initial salary placement. The restriction of movement into Class V does not apply to "Hard to Fill" positions.

FOR CUTA:

DATE 5/11/18

BY Venessa Mason
Venessa Mason
CUTA Negotiations Chair

FOR DISTRICT:

DATE 5/11/18

BY David Grimes
David Grimes
Director of Personnel