

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
COACHELLA VALLEY UNIFIED SCHOOL DISTRICT  
AND  
COACHELLA VALLEY TEACHERS' ASSOCIATION**

**April 5, 2023**

**REGARDING EMPLOYEMENT INCENTIVE FOR 2023-2024**


This Memorandum of Understanding (MOU) is entered into on April 5, 2023 by and between the Coachella Valley Unified School District (CVUSD) and Coachella Valley Teachers Association (CVTA).

Recitals

The following are the conditions accepted by both parties in order to implement the Employment Incentive:

- A \$10,000 incentive will be given to any fully credentialed teacher, hired into a teaching position requiring a Math, Biology, Chemistry, Physics, Science, English/ELD, Nurse, Mild Moderate Special Education, Moderate to Severe Special Education, or Speech credential.
- Only newly hired teachers to CVUSD for the 2023-2024 school year, for positions requiring the credentials listed above, are eligible.
- The employee who accepts the 'incentive' agrees to render a minimum of two (2) years of service (determined by the initial date of hire) within a position requiring a credential listed above, unless the District initiates an employment separation as per the California Education Code.
- The incentive will be paid no later than the employee's second pay period.
- This incentive will sunset December 15, 2023.
- Should an employee resign (except when a notice of non-reelection is received) from the District, or accepts a voluntary transfer to a position within the District that does not require the credentials listed above, prior to the end of the 'two years of service', the employee will be deducted by payroll deduction on the last pay warrant. Should the pay warrant be less than is owed back to the District, the employee will pay back the balance in full within thirty (30) calendar days of their final work day.

For CVUSD:

  
\_\_\_\_\_  
Denise Ellis, Ed.D.  
Assistant Superintendent  
Human Resources

For CVTA:

  
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Carissa Carrera  
CVTA President

DATE:

4/5/23

DATE:

4/5/23