

**Berryessa Union School District
and
California Teachers Association of Berryessa
California Teachers Association/National Education Association (“Association”)**

**MEMORANDUM OF UNDERSTANDING CONCERNING
ARTICLE 13.12 SUBSTITUTE SERVICES**

May 23, 2024

Recitals

This Memorandum of Understanding is between the Berryessa Union School District (“District”) and the California Teachers Association of Berryessa/California Teachers Association/National Education Association (“Association”).

Under Article 13.12 of the Parties collective bargaining agreement, the rate of compensation for Middle School Teachers who have students temporarily placed in their classes when a teacher is absent is not specified even though it is specified for Elementary School Teachers.

After good faith negotiations, the Parties agree to the rate of compensation for Middle School Teachers who have students temporarily placed in their classes during zero period as follows:

Rate of Compensation

1. The District shall compensate Middle School Teachers \$2.50 per student per day or the hourly rate for one hour per day whichever is greater when:
 - a. one or more students are temporarily placed in a Middle School Teacher’s classroom;
 - b. during zero period;
 - c. because a student’s regular teacher is absent.
1. This MOU is subject to the grievance arbitration process in the Parties’ collective bargaining agreement.
3. This MOU expires on June 13, 2025.
4. The Parties agree to the terms and conditions stated above and execute this agreement as follows.

On Behalf of the Association:



Joseph Hermann (May 23, 2024 11:44 PDT)

Date: May 23, 2024

On Behalf of the District:



Ricardo Cabrera (May 23, 2024 11:59 PDT)

Date: May 23, 2024