

MEMORANDUM OF UNDERSTANDING
Between
YOLO COUNTY SUPERINTENDENT OF SCHOOLS
and the
YOLO EDUCATION ASSOCIATION


Regarding: Hiring Bonus

The Yolo County Superintendent of Schools (County Superintendent) and the Yolo Education Association (Association) recognize that, due to current labor market conditions, it is difficult for the County Superintendent to recruit and hire employees within the bargaining unit. Therefore, the County Superintendent and the Association agree as follows:

1. Current hard-to-fill positions are identified as Special Education job classifications.
2. The County Superintendent shall pay a one-time hiring bonus of \$10,000 to each full-time Speech and Language Specialist employee hired after the date of the signing of this MOU and employed for the duration of the current school year.
3. The County Superintendent shall pay a one-time hiring bonus of \$6,000 to each full-time Special Education employee in all other classifications hired after the date of the signing of this MOU and employed for the duration of the current school year.
4. Hiring bonus payments will be prorated based on FTE, not to exceed 1.0 FTE, and percentage of year served. The hiring bonus shall be paid in full on the first pay warrant or first month of employment.
5. Certificated staff receiving hiring bonuses and who are re-elected, shall not be eligible to transfer out of the job classification without County Superintendent approval for three years.
6. Depending on possible future changes in labor market conditions, the County Superintendent may eliminate any of the Special Education job classifications from hiring bonus eligibility or add new job classifications identified as hard-to-fill, upon thirty (30) days advance notice to the Association.
7. This MOU will be effective the 2023-24 school year.


Cindy Nguyen
Interim Executive Director, Human Resources
Yolo County Office of Education

7-10-2023
Date


Cyndi Hale
President
Yolo Education Association

07/10/23
Date