PALO ALTO UNIFIED SCHOOL DISTRICT
Memorandum of Understanding

The Palo Alto Unified School District (District) and the Palo Alto Educators Association CTA (PAEA) "the parties" herein, have reached the following understandings, related to Appendix H-temporary increase to the hourly teaching rate from December 5, 2022 to June 1, 2023.

The parties agree that the District will temporarily increase the hourly teaching rate when serving as a substitute teacher during your contractual prep time for another unit member from $60 (current contractual rate) an hour to $100 an hour from December 5, 2022 to June 1, 2023 to address increased absences.

The parties agree that if a teacher chooses to serve as a substitute teacher and opt for compensation time over financial compensation, a unit member will be granted one day of released time for every 275 minutes worked.

The parties agree that this side letter will expire on June 1, 2023 (unless extended by mutual agreement).

Trent Bahadursingh	Date	Teri Baldwin	Date
Deputy Superintendent		PAEA President	