

**MEMORANDUM OF UNDERSTANDING BETWEEN PALO ALTO SCHOOL DISTRICT AND  
PALO ALTO EDUCATORS ASSOCIATION**

**SIGNING BONUSES/RETENTION INCENTIVES/RELOCATION EXPENSES  
FOR HARD TO FILL POSITIONS  
FOR THE 2022-2023 SCHOOL YEAR**

Palo Alto Unified School District ("District") and Palo Alto Educators Association ("Association" or "PAEA") enter into this Memorandum of Understanding ("MOU") regarding signing bonuses and retention incentives for hard to fill positions for the 2022-23 school year.

I. In order to attract and retain the highest quality certificated employees to the District, District has identified the following hard to fill positions for which the District may offer the following bonuses and financial assistance set forth below for the 2022-23 school year.

1. Hard to fill positions: The parties jointly determined the following hard to fill positions for the 2022-23 school year:
  - Elementary (K-5) moderate/severe education specialist
  - Secondary (6-12) mild/moderate education specialist
  - Secondary (6-12) moderate/severe education specialist
2. Signing Bonus: Signing bonuses shall be provided to both new and current unit members who apply and accept a new position listed in #1 and shall receive the following:
  - \$2,500 lump sum payment along with the individual's first regular pay warrant of the 2022-23 school year.
  - \$2,500 lump sum payment along with the individual's first regular pay warrant of the 2023-24 school year.

Signed by:

For PAEA  
Theresa (Teri) Baldwin  
President

For PAUSD  
Trent Bahadursingh  
Deputy Superintendent

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date