Adelanto Elementary School District

Memorandum of Understanding
Between
Adelanto Elementary School District (District)
And
Adelanto District Teachers Association (ADTA)
Regarding Sign-on Bonus for Newly Hired Certificated Bargaining Unit Members

Due to teacher shortages across California and difficulty filling in certain certificated positions, the District has an interest in offering a monetary sign-on bonus for newly hired bargaining unit members of the ADTA. This will assist the District in recruiting and filling open certificated positions for the 2023/2024 school year.

The conditions of the sign-on bonus for newly hired bargaining unit members are as follows:

I. Incentives – **New Hires for the 2023/2024 school year**
   a. The District will offer a six-thousand dollar ($6,000) sign-on bonus. A newly hired certificated bargaining unit member shall receive $6,000 paid over three (3) years.
   b. Payment of the sign-on bonus will be paid monthly at $200 per month for ten months each year.
   c. Sign-on bonus shall be paid on a prorated basis depending on the start date.

II. Conditions for the Sign-on Bonus:
   a. New hires must become an ADTA Bargaining Unit Member.
   b. Must be a fully credentialed teacher.
   c. If the credentialed teacher is non-reelected for the succeeding school year (2024-2025), the remaining sign-on bonus will be forfeited.
   d. If the credentialed teacher resigns from the District, the remaining sign-on bonus will be forfeited on a prorated basis.
   e. All sign-on bonuses are subject to all State and Federal withholdings.

III. Exclusions:
   a. Certificated bargaining unit members cannot hold a Short Term Staff Permit or Provisional Internship Permit.

This MOU applies for any new hires only for the 2023/2024 school year and shall expire once all certificated teaching vacancies are filled. Thereafter, this MOU shall be of no further force or effect, and no party hereto shall cite this MOU or its terms as past practice for any purpose in the future.

Jennifer Rader, President
Adelanto District Teachers Association

4/27/23
Date

Carlos Moran, Assistant Superintendent
Human Resources

4/27/23
Date