

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE TEMECULA VALLEY UNIFIED SCHOOL DISTRICT  
AND THE TEMECULA VALLEY EDUCATORS ASSOCIATION  
CONCERNING CAREER TECHNICAL EDUCATION TEACHERS

The Temecula Valley Unified School District (“District”) and the Temecula Valley Educators Association (“Association”) are parties to a collective bargaining agreement (“CBA”) that establishes terms and conditions of employment for unit members; and

The District intends to directly offer Career Technical Educational (CTE) courses in its high school curriculum that were previously taught by Riverside County Office of Education teachers, beginning with the 2023-2024 school year, and to employ one or more appropriately credentialed<sup>1</sup> instructors to teach in the program; and

The Recognition article of the CBA provides that “the Board recognizes the Association as the exclusive representative of all certificated employees of the District, excluding substitute, management, supervisory, and confidential employees”; and

The parties have previously negotiated a Certificated Salary Schedule with Columns A-D reflecting levels of education and Steps 1 through 25, reflecting years of teaching experience; and

The CBA and the parties' previously negotiated CTE Salary Schedule Appendix B-9 expired on June 30, 2021, and the current Certificated Salary Schedule currently does not provide for the unique qualifications and experience of instructors with CTE Designated Subject Teaching Credentials; and

The District and the Association acknowledge that for most, obtaining a CTE Designated Subject Teaching Credential requires fewer years of education (a high school diploma) than does obtaining a preliminary or clear Multiple Subject or Single Subject Teaching Credential. However, the parties also recognize that CTE teachers often bring many years of outside experience/certifications along with their Designated Subject Teaching Credential; and

WHEREAS, the parties desire to add a salary schedule that provides for fair, competitive compensation for CTE teachers.

NOW, THEREFORE, the parties agree as follows:

1. The parties recognize that CTE teachers are to be included in the bargaining unit represented by the Association. If necessary, the parties will file all necessary paperwork with the Public Employment Relations Board to effect this unit modification.
2. Effective in the 2023-2024 school year, a CTE Salary Schedule (attached as Exhibit 1) will specifically apply only to individuals hired exclusively to CTE classes. The salary schedule is similar to CBA Salary Schedule A, in that it contains the same steps and columns, but it contains some key additions for each column as follows:

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<sup>1</sup> The program requires at least a preliminary Designated Subjects Career Technical Education Teaching Credential (“CTE Credential”) issued by the California Commission on Teacher Credentialing.

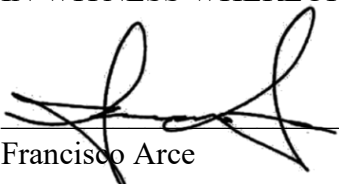
| Salary Schedule           | Column A           | Column B                | Column C                     | Column D                     |
|---------------------------|--------------------|-------------------------|------------------------------|------------------------------|
| Schedule A                | BA + 44            | MA or BA + 45           | MA + 15 or BA + 60           | MA + 30 or BA + 75 w/MA      |
| CTE Schedule Appendix B-9 | Voc/DSC Credential | Voc/DSC Cred + 45 or MA | Voc/DSC Cred + 60 or MA + 15 | MA + 30 or Voc/DSC + 75 w/MA |

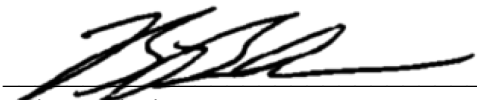
3. **Initial Salary Schedule Placement** - For the purpose of initial step placement, teachers hired to instruct CTE designated coursework may be credited up to 10 years of teaching and/or industry sector experience within the last ten (10) years. Verification of industry sector experience will be made in accordance with Appendix Q and/or Appendix R, which are attached.
4. **Post-Credential Coursework:** Courses used for initial salary schedule placement or advancement shall be college work taken from an accredited institution and completed after the employee obtains their preliminary CTE Designated Subjects Teaching Credential (DSC). A grade of C or higher, or its equivalent (Pass), must be earned for course work to count toward salary advancement.
- i. Courses taken for salary placement and advancement must relate to the education of the students of the District, recognizing that expanding a unit member's area of expertise will benefit the student body. Courses taken may include:
    - i. **Content Areas** - should include all subjects taught in the District or being considered for inclusion in the District curriculum.
    - ii. **Enrichment Areas** - should include courses in subject areas taught within the District as enrichment and/or elective classes, or subjects that could be considered for future curriculum enrichment.
    - iii. **Methodological Areas** - should include courses in teaching techniques, motivation, classroom management, school and district administration, etc.
    - iv. **Effective Areas Of Interpersonal Relations** - of students and faculty, pupil growth and development, staff communication, problem solving, decision making, etc.
  - b. A Master's degree may be used for column placement advancement.
5. **Transition from Appendix B-9 to Revised Salary Schedule** - Effective July 1, 2023, all active unit members who were placed on CTE Salary Schedule Appendix

B-9 as of June 30, 2023, shall transition to the revised Appendix B-9, in accordance with this agreement.

- a. While a unit member's step/column placement may regress, unit members shall not experience any loss of annual compensation as a result of the movement to the revised Appendix B-9.
6. The District may offer a CTE position to an employee who instructed District students while employed with the Riverside County Office of Education, without having to fly the position.
7. A CTE teacher who instructed Temecula Valley Unified School District students while employed by the Riverside County Office of Education may count their time instructing District students as internal experience toward initial step placement, however, these years shall not count towards qualifying for salary schedule longevity steps as internal years of service.
8. In all respects other than salary as described in this Memorandum of Understanding (MOU), and except where otherwise indicated in the CBA, CTE teachers are entitled to the rights and benefits described in the CBA as they apply to all bargaining unit members.
9. The District reserves the right to continue to contract CTE services through the Riverside County Office of Education or a similar provider.
10. This MOU shall not affect any other provision of the CBA, nor shall any other subject or matter covered by the CBA become open to negotiation as a result of this MOU.
11. This MOU shall not establish a precedent for negotiation of any other policy or subject.
12. This MOU shall expire June 30, 2024. CTE teachers hired during the term of this MOU shall continue to be paid in accordance with this MOU until it is renewed or another structure is negotiated.
13. This MOU is subject to District Governing Board approval.

IN WITNESS WHEREOF, the parties duly executed this MOU on March 6, 2023.

  
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Francisco Arce  
Assistant Superintendent  
Human Resources Development

  
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Brian Balaris  
Lead Negotiator  
Temecula Valley Educators Association

## TEMECULA VALLEY UNIFIED SCHOOL DISTRICT

**CAREER TECHNICAL EDUCATION SALARY SCHEDULE**  
**184 Day Work Year**  
**2023-2024**

|      | A  | B                     | C                          | D                                  |
|------|--|-----------------------|----------------------------|------------------------------------|
| STEP | Vocational (VOC) /<br>Designated Subject<br>Credential (DSC) | VOC/DSC + 45 or<br>MA | VOC/DSC + 60 or<br>MA + 15 | MA + 30 or<br>VOC/DSC + 75<br>w/MA |
| 1    | 57,630   | 60,377                | 63,121                     | 65,868                             |
| 2    | 60,515   | 63,398                | 66,275                     | 69,155                             |
| 3    | 63,398   | 66,413                | 69,429                     | 72,454                             |
| 4    | 66,275   | 69,429                | 72,585                     | 75,747                             |
| 5    | 69,154   | 72,449                | 75,741                     | 79,042                             |
| 6    | 72,038   | 75,468                | 78,897                     | 82,334                             |
| 7    | 74,921   | 78,485                | 82,053                     | 85,633                             |
| 8    | 77,798   | 81,501                | 85,205                     | 88,924                             |
| 9    | 80,682   | 84,523                | 88,363                     | 92,219                             |
| 10*  | 83,562   | 87,538                | 91,515                     | 95,515                             |
| 11   |  |                       | 94,672                     | 98,809                             |
| 12   |  |                       | 97,827                     | 102,099                            |
| 13   |  |                       |                            | 105,394                            |
| 16*  |  |                       |                            | 110,506                            |
| 19*  |  |                       |                            | 115,866                            |
| 22*  |  |                       |                            | 121,486                            |
| 25*  |  |                       |                            | 128,228                            |

A maximum of 7 years experience may be granted for previous full-time experience outside the Temecula Valley Unified School District.

\* For the purpose of initial step placement, teachers hired to instruct CTE designated coursework may be credited up to 10 years of teaching an/or industry sector experience within the last ten (10) years.

Revised Salary Schedule Effective 7/1/2023.

Effective 07/01/2022 - 6.26% salary increase

\*Longevity steps are available to unit members who fulfill longevity criteria listed in the collective bargaining agreement per Article 9.4.

\*Effective 07/01/2022 - Includes longevity increment of 4.85% above previous step for steps 16, 19, & 22.

\*Effective 07/01/2022 - Includes longevity increment of 5.55% above previous step for step 25.