

**MEMORANDUM OF UNDERSTANDING
BETWEEN
CHULA VISTA ELEMENTARY SCHOOL DISTRICT
AND
CHULA VISTA EDUCATORS
REGARDING A PATHWAY TO CREDENTIALING FOR CURRENT UNIT MEMBER
PRESCHOOL TEACHERS**

FEBRUARY 15, 2023

The Chula Vista Elementary School District ("District") and the Chula Vista Educators ("CVE") (collectively, "the Parties") hereby enter into this Memorandum of Understanding ("MOU") regarding a pathway for preschool teachers to obtain a California Teaching Credential in order to address the expansion of Transitional Kindergarten.

1. **Preschool Teacher to Credentialed Teacher (TK-12) Pathway:** In recognition of the knowledge, expertise and contributions of preschool teachers within the CVESD Preschool Program, the District agrees to establish a preschool to credentialed teacher pathway for preschool unit members pursuing their credential shall be:

- a. Eligible for the cost of tuition and other mandatory fees related to the credentialing program at National University incurred while completing coursework or training during non-working hours.
- b. To qualify for reimbursement the cost of tuition, an employee must successfully complete necessary coursework and an internship to obtain a teaching credential. The District shall reimburse the participating teacher once the teacher has submitted proper documentation.
- c. Traveling expenses, parking fees, non-mandatory student body fees, school supplies and other incidental costs shall not be reimbursed.
- d. Preschool teachers participating in the credentialing pathway shall be eligible to obtain an internship within the District for the 2023-2024 school year upon approval from National University, and for the duration of the internship will be paid on the appropriate step and column of certificated salary schedule.

e. An employee who terminates employment with the District on or before:

- June 30th, 2024: 100% payback
- June 30th, 2025: 80% payback
- June 30th, 2026: 60% payback
- June 27th, 2027: 40% payback
- June 30th, 2028: 20% payback


will be expected to reimburse the District for the cost of the Teaching Credential Program as stated above. Employees who are terminated due to layoff, dismissal, disability retirement or death are excluded from this provision.

f. If no vacancy exists at the time of the completion of their program, the unit members shall retain their current position with the District. This agreement does not limit or prohibit current preschool unit members who hold a multiple subject, single subject, services credential or other valid credential to apply for or obtain positions as outlined in Article 33 of the current Collective Bargaining Agreement.

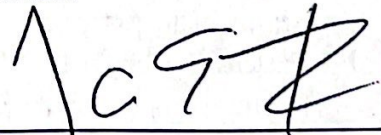
g. If the employee does not complete the program they will retain the right to return to a position they are eligible to fulfill in the District.

It is agreed and understood that this agreement is subject to the approval of CVE and the CVESD Governing Board.

This addendum shall expire in full without precedence on June 30, 2025, unless extended by mutual written agreement of both parties.

 2-15-23

For the Association
Jessica Garcia Heller

 2/15/23

For the District
Jason Romero