

**MEMORANDUM OF UNDERSTANDING
BETWEEN MANTECA UNIFIED SCHOOL DISTRICT
AND
MANTECA EDUCATORS' ASSOCIATION
Administrative Intern Program
2023-24 and 2024-25 school years
January 18, 2024**

The Manteca Unified School District ("DISTRICT") and the Manteca Educators' Association ("MEA"), collectively referenced herein as the "Parties", enter into this Memorandum of Understanding ("MOU") regarding the creation of the Administrative Intern Program (AIP).


The District and MEA recognizes the benefits of developing existing staff for leadership positions within the District. In support of this, the District and MEA agree to the following:

- A bargaining unit member selected for the District's intern program will continue to be paid at their current rate of pay on the certificated (non-management) salary schedule.
- The number of AIP participants will be at the discretion of the District.
- A bargaining unit member will be able to receive reimbursement for classes to obtain an administrative credential based on the following:
 - The difference in pay between the certificated unit member's existing rate and the first step of a vice principal will be established as the maximum amount of reimbursement for the member for that school year.
 - Reimbursement for the classes associated with the administrative credential will be paid after the unit member completes the AIP Form (Appendix 1) up to two times per year.
 - If a participant in the AIP decides to stop pursuing their administrative credential or chooses to leave the AIP they will only receive reimbursement for the current semester they are in at the time of dismissal or termination of administrative designee duties.
 - Each bargaining unit member agrees and acknowledges that participation in the administrative intern program is voluntary and the District shall not compensate a bargaining unit member for the time and resources participating in the administrative intern program except as provided herein.
 - Bargaining unit members selected for the AIP agrees to be an Administrative Designee for the District for the 23-24 and 24-25 school years.
 - This MOU does not retroactively go back to and reimburse unit members who may have completed administrative classes prior to entry into the AIP.

The District and MEA agree to the expectation that unit members who enter into the AIP program should provide the District with a two year commitment of service.

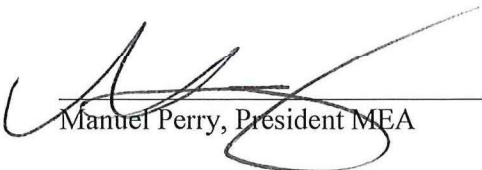
This MOU will be reevaluated by June 30, 2025 and may be extended with mutual written consent.

For MEA


Rob Van Noord, Bargaining Chair

For MUSD


Roger Goatcher, Deputy Superintendent


Manuel Perry, President MEA