

Memorandum of Understanding  
Mt. Diablo Unified School District  
And  
Mt. Diablo School Psychologist Association

The purpose of this memorandum is to address the increasing difficulty in recruiting highly qualified School Psychologist and Behavioral Health Specialists who are fully credentialed/licensed. The Parties recognize the difficulty and understand that the use of a hiring bonus would greatly help the district more effectively recruit the highest qualified candidates.

**Hiring & Retention Bonus**

Any credentialed/licensed certificated MDSPA employee (or, for BHS positions, concurrent enrollment in a PPS program if not credentialed) hired on or after March 1st 2022 for the first time as a full time employee, or employees who were not employed by, and who were fully separated from MDUSD (i.e. not working for and also not on any type of leave from MDUSD during the last two years 2020-2022), and who begin with, or return, to employment in MDUSD hired into a Behavioral Health Specialist or School Psychologist position, will receive up to one hiring & retention bonus to be based on the employees' full time equivalent.

The bonus would be structured as follows:

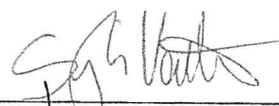
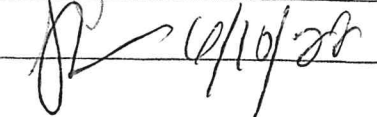
- For Behavioral Health Specialists and School Psychologists: Fully credentialed/licensed and hired for the 2022-2023 school year will receive a hiring bonus of \$5000. \$2500 to be paid on their first paycheck and the remaining \$2500 to be paid on their first paycheck of their second consecutive year.

Employees who are hired into one of these positions and are hired after the contractual calendar start date, will receive a prorated amount. The hiring/retention bonus for new hires will be in effect until December 31 2024.

For MDUSD

Name  6/10/22

For MDSPA

Name  6-10-22  
Name  6/10/22