

**MEMORANDUM OF UNDERSTANDING BETWEEN  
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT AND  
HART DISTRICT TEACHERS ASSOCIATION  
REGARDING HOURLY SALARY FOR CLASS COVERAGE**

This Memorandum of Understanding ("MOU") is entered into this 26th day of May 2022, by and between William S. Hart Union High School District ("District") and Hart District Teachers Association ("HDTA") (collectively referred to herein as the "Parties") regarding Article VIII, Section 8.4.1, of the Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article VIII, section 8.4.1, details compensation for class coverage.

Whereas, the Parties agree that to support student academic achievement and provide instructional support to staff related to the ongoing impact of COVID-19, there is a need to continue a temporary increase in the hourly salary for unit members providing class coverage only.

IT IS, THEREFORE, NOW AGREED BY AND BETWEEN THE PARTIES THAT:

1. This MOU shall become effective on the date of its execution and approval by each party.
2. The District will increase the hourly salary for the first semester only in the 2022-23 school year for unit members who select payment for class coverage, through one-time Covid funds, to \$50.
3. The Parties agree that this MOU will terminate on December 31, 2022.
4. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the CBA.

**WILLIAM S. HART UNION HIGH SCHOOL DISTRICT**

By: Michael Vierra  
Michael Vierra, Ph.D.

Date: 5-27-2022

**HART DISTRICT TEACHERS ASSOCIATION**

By: Michael Copenhaver  
Michael Copenhaver, HDTA

Date: 5-27-2022