



**MEMORANDUM OF UNDERSTANDING**  
**BETWEEN**  
**ESCONDIDO UNION HIGH SCHOOL DISTRICT (EUHSD)**  
**AND**  
**ESCONDIDO SECONDARY TEACHERS ASSOCIATION (ESTA)**  
**FOR THE**  
**2021-2022 Temporary Staffing Flexibility**

EUHSD is experiencing a short-term staffing shortage, which is putting a heavy strain on employees and school operations. This MOU addresses the staffing shortage and the issuance of Governor Newsom’s Executive Order N-3-22 allowing for temporary flexibility regarding administrative processes and other requirements to maintain orderly operations with qualified staff, continuing to keep students in supervised learning environments.

**PERIOD SUBBING**

Those certificated employees who elect(ed) to period sub from the start of the Second Semester, Wednesday, January 5, 2022 through the start of Spring Recess, April 6, 2022, will be paid at twice the “Extra-Service Certificated Hourly Rate of Pay” ( $\$37.12 \times 2 = \$74.24$ ) or earn double “Compensation Time” for every period subbed.

FOR THE ASSOCIATION:

  
Signature and Date 1/19  
  
Signature and Date 01-19-22  
  
\_\_\_\_\_  
Signature and Date

FOR THE DISTRICT:

  
Signature and Date 1/19/22  
  
Signature and Date 1/19/22  
  
Signature and Date 1/19/22