



MEMORANDUM OF UNDERSTANDING  
*By and Between*  
ONTARIO-MONTCLAIR SCHOOL DISTRICT  
*And the*  
ONTARIO-MONTCLAIR TEACHERS ASSOCIATION



**ARTICLE XVIII: SIGNING INCENTIVE FOR HARD TO FILL POSITIONS**

April 30, 2025

The following is hereby agreed and understood by and between the Ontario-Montclair School District ("District") and the Ontario-Montclair Teachers Association ("OMTA") for the period of July 1, 2025 through June 30, 2026:

This MOU will assist OMSD in recruiting and retaining qualified employees. The District will provide a signing bonus not to exceed \$6,000 to newly hired, full time, hard to fill positions as follows:

1. To be eligible for this bonus, the employee must have not been employed by the District within the five (5) years in the positions identified under item #8, preceding the date of employment.
2. The bonus shall be paid over the first two years of the employment, divided into equal payments.
3. The bonus shall be paid as wages to the employee and reported on the employee's Form W-2 as part of their annual compensation.
4. The District makes no representation whether the bonus may be considered creditable compensation by California State Teachers Retirement System or California Public Employees Retirement System.
5. If the employee separates from employment with the District for any reason, voluntarily or involuntarily, before completing two (2) years of service, the employee will not receive any remaining unpaid portion of the bonus. For purposes of this paragraph, an employee who is placed on a reemployment list after exhausting all available leave shall be deemed to have separated from employment.
6. The District reserves the right to discontinue providing signing bonuses to newly hired employees at any time with 90 days' notice to OMTA for any reason including, but not limited to; budget shortfalls, declining enrollment, and increased availability of qualified employees in a hard to fill position. Any employee who is receiving signing bonuses at the time the District gives notice to discontinuance to OMTA, shall continue to receive the monthly payment until the full amount of the signing bonus is paid to the term of this paragraph.
7. The District and OMTA will annually develop a list of mutually agreed upon hard to fill positions.
8. The Ontario-Montclair School District and the Ontario-Montclair Teachers Association have identified the following positions as hard to fill for the 2025-2026 academic school year ending in June 30, 2026:
  - a. Speech Language Pathologist
  - b. Nurse

This MOU takes effect upon signing and expires by its own terms at the end of the 2025-2026 school year unless extended or negotiated by the District and OMTA.


**MOU: Signing Incentive for Hard to Fill Positions**

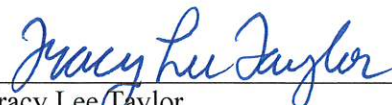
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- The parties agree that this MOU is non-precedential and applies only to the terms specifically agreed to and described. Nothing in this MOU waives, modifies, or amends any provisions of the CBA except as provided herein.

**For the District**

**For the Association**

 4/30/25  
Hector Macias *Date*  
Deputy Superintendent, Human Resources  
Ontario-Montclair School District

 4/30/25  
Tracy Lee Taylor *Date*  
President  
Ontario-Montclair Teacher Association