

**MEMORANDUM OF UNDERSTANDING**

**between the**

**Fullerton School District (FSD)**

**and the**

**Fullerton Elementary Teachers Association (FETA)**

**October 7, 2019**

This agreement is entered into between the Fullerton School District (FSD) and the Fullerton Elementary Teachers Association (FETA).

FSD and FETA have determined that it is in the best interest of all parties to establish a new certificated position, "Focus Teacher," for the purposes of providing instruction and intervention to students related to a school's specific focus and available site funds. A school's focus shall be determined by the school's Leadership Team and the site administrator with staff input.

FSD may employ certificated temporary employees with an appropriate credential as Focus Teachers pursuant to Education Code section 44909.

Between July 1, 2019 and June 30, 2020 such employment shall be up to one school year for a cumulative total not to exceed one hundred thirty (130) workdays and a total of or more than nineteen (19) hours per week and a cumulative total not to exceed five hundred seven (507) hours per school year. Such employees would be entitled to a 10-minute break during their work shift and the option of establishment of an unpaid thirty (30) minute duty-free lunch period by mutual agreement between the Focus Teacher and the principal.

Service as a Focus Teacher shall not be included in computing the service required to become a permanent certificated employee of FSD. A Focus Teacher will be credited for one (1) year of teaching experience for every two (2) years of consecutive service as a Focus Teacher with the District if the employee has worked one hundred thirty (130) days and at least three and three-quarters (3.75) hours per day in each previous school year and is subsequently employed by FSD in a contracted position paid on the Certificated Salary Schedule.

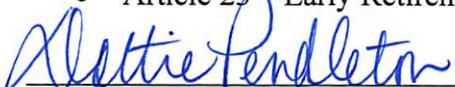
A Focus Teacher may apply for open positions in FSD during his/her temporary contract period and will be released from the Focus Teacher contract if offered such position.

Focus Teachers shall be compensated at the hourly rate of Step 1 Column 1 on the Certificated Salary Schedule (\$38.20 for the 2019-2020 school year).

Focus Teachers will be evaluated under the provisions of the Evaluation Memorandum of Understanding between FSD and FETA dated October 7, 2020.

The Focus Teacher shall be covered by the terms and provisions of the contract between FSD and FETA except as follows:

- Article 8 – Hours of Employment
- Article 9 – Work Year
- Article 10 - Transfers
- Article 12 – Peer Assistance and Review
- Article 16 - Salaries
- Article 17 – Fringe Benefits
- Article 23 – Early Retirement



Dottie Pendleton  
Negotiations Chairperson  
FETA

Date: 10/7/19



Chad Hammitt, Ed.D.  
Assistant Superintendent,  
Personnel Services

Date: 10/7/19