**Memorandum of Understanding**
**2024 - 2027 Negotiated Agreement**
**Teacher Workdays**

SUMMIT SCHOOL DISTRICT
educate • elevate • empower

Summit County Education Association

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**Parties Involved:**
This memorandum of understanding (MOU) is entered into between "Summit School District" and "Summit County Education Association."

**Effective Dates:**
This MOU addresses effective changes as of May 13, 2026, for the full length of the contract through August 31, 2027.

**Purpose:**
In light of budgetary restrictions, SSD will alter the 2026-2027 calendar to make the following changes: subtraction of one PD day. The proposed contract language will clarify shortening the teacher workday calendar by one day to one hundred and eighty-four (184) work days total.

**Amendments to Article 11 - Revised Language: The new language should read as follows.**

11.1.1 Teachers shall work one hundred and ~~eighty-five (185)~~ eighty-four (184) days per school year. Commensurate workday calendars for 185- and 195-day SSPs will also be aligned in accordance with the following MOU by reducing each by 1 (one) day, respectively. These days shall distribute as follows:

11.1.1.1 One hundred and seventy-four (174) student-contact days for secondary and one hundred and seventy-two (172) student contact days for elementary.

11.1.1.2 Three (3) teacher workdays. Two (2) at the beginning of the year to be used for teacher independent work time and/or team planning time and one (1) teacher workday at the end of the year.

11.1.1.3 Two (2) compensatory days in recognition of time spent in parent conferences during after-school hours. When additional time is required, time spent more than eight (8) hours per semester should be paid at the extra duty pay rate. Teachers will collaborate with building principals to determine needs.

11.1.1.4 ~~Four (4)~~ Three (3) Professional Development Days

11.1.1.5 Two (2) Professional Learning Days
These days have a split focus, supporting differentiated (and individualized) learning as well as district priorities. Half (½) day: Focused on job-alike and communities of practice. Teachers would have the job-embedded time to conduct and synthesize action research supporting their individual, team, or department goals. This is teacher-directed time. Half (½) day: District-coordinated professional learning. This could be training(s), supporting topics, teacher-led PD, etc.

11.1.2 Prior to the start of school, teachers will be scheduled for a total of five (5) days before the start of school for high school students. Days will be designated as follows: Three (3) days will be Professional Development Days and Two (2) days will be teacher workdays

**SCEA Representative** — **Date** 5/21/26

**SSD Superintendent** — **Date** 5/21/26

**SSD Board of Education President** — **Date** 5/21/26