

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
SANTA PAULA UNIFIED SCHOOL DISTRICT
AND
SANTA PAULA FEDERATION OF TEACHERS #2071**

The Santa Paula Unified School District ("District") and the Santa Paula Federation of Teachers #2071 ("SPFT") (collectively "the Parties") have met and negotiated in good faith and hereby enter into this Memorandum of Understanding ("MOU") for the 2026-2027 school year.

1.0 Bell Schedule with Advisory Period at Isbell Middle School

For the 2026-27 school year Isbell Middle School shall use the attached bell schedule with an Advisory Period embedded at the start of each regular day.

MONDAY AND MINIMUM DAY SCHEDULE				REGULAR DAY SCHEDULE (TUESDAY-FRIDAY)				RALLY DAY SCHEDULE (DATES TBD)			
7TH GRADE		8TH GRADE		7TH GRADE		8TH GRADE		7TH GRADE		8TH GRADE	
PERIOD 0	7:05-7:50	PERIOD 0	7:05-7:50	PERIOD 0	7:05-7:50	PERIOD 0	7:05-7:50	PERIOD 0	7:05-7:50	PERIOD 0	7:05-7:50
PERIOD 1	8:00-8:45	PERIOD 1	8:00-8:45	ADVISORY	8:00-8:22	ADVISORY	8:00-8:22	PERIOD 1	8:00-8:45	PERIOD 1	8:00-8:45
PERIOD 2	8:49-9:29	PERIOD 2	8:49-9:29	PERIOD 1	8:26-9:15	PERIOD 1	8:26-9:15	PERIOD 2	8:49-9:34	PERIOD 2	8:49-9:34
PERIOD 3	9:33-10:13	PERIOD 3	9:33-10:13	PERIOD 2	9:19-10:08	PERIOD 2	9:19-10:08	PERIOD 3	9:38-10:23	PERIOD 3	9:38-10:23
BREAK	10:13-10:28	BREAK	10:13-10:28	BREAK	10:08-10:23	BREAK	10:08-10:23	BREAK	10:23-10:38	BREAK	10:23-10:38
PERIOD 5	10:32-11:12	PERIOD 4	10:32-11:12	PERIOD 3	10:27-11:16	PERIOD 3	10:27-11:16	PERIOD 5	10:42-11:27	PERIOD 4	10:42-11:27
PERIOD 6	11:16-11:56	PERIOD 6	11:16-11:56	LUNCH (P4)	11:16-11:56	PERIOD 4	11:20-12:09	LUNCH (P4)	11:27-12:07	PERIOD 6	11:31-12:16
PERIOD 7	12:00-12:40	PERIOD 7	12:00-12:40	PERIOD 5	12:00-12:49	LUNCH (P5)	12:09-12:49	PERIOD 6	12:11-12:56	LUNCH (P5)	12:00-12:40
				PERIOD 6	12:53-1:42	PERIOD 6	12:53-1:42	PERIOD 7 AND RALLY	1:00-1:45 1:45-2:35	PERIOD 7 AND RALLY	1:00-1:45 1:45-2:35
				PERIOD 7	1:46-2:35	PERIOD 7	1:46-2:35				

There shall be one (1) activity period provided for the Advisory Period Liaison. Should the position be vacated, the Administration shall solicit interest for this position via email prior to assignments being given to teachers.

The Advisory Period Liaison shall create the Google Slides, activities and resources to be used and implemented during the Advisory Period.

The following parameters will be in place for Advisory:

- Google Slides shall be provided a minimum of one week in advance.
- Should Google Slides not be provided one week in advance, the week shall be used as a Study Hall.
- All teachers shall use the Google Slides provided to guide their Advisory Class.
- Every Certificated member shall have an assignment during the Advisory Period. Should a member not be assigned a rostered class the Site and the Union shall agree on their assignment during the Advisory Period.
- Students shall be equitably distributed among certificated members in and assigned in grade alike classes. Any mixed grade classes must be agreed upon by the site and the Union.
- During the Advisory Period administration will make every attempt to make sure there is no pull out of students or auxiliary services, including but not limited to IEP's and SST's.
- Advisory Period shall not be a graded class, rather citizenship grades will be assigned.
- There shall be no Advisory Period on minimum days or other days mutually agreed upon by the site and the Union.
- All classes shall be assigned a classroom with seats for all students and appropriate technology.
- Certificated members shall be surveyed quarterly on the strengths, weaknesses, and opportunities for improvement of the Advisory Period. These surveys will be reviewed by the Advisory Period Liaison and shared with the Union to assist in planning.
- Should a teacher be required to take a class in addition to their regular class during advisory they shall be paid \$25 for the Advisory Period.

2.0 Bell Schedule at Santa Paula High School

Bell Schedule 2026-27

Monday			
Period	Start	End	Duration
Period 0	7:34 AM	8:24 AM	50
Pass	8:24 AM	8:30 AM	6
Period 1	8:30 AM	9:24 AM	54
Pass	9:24 AM	9:31 AM	7
Period 2	9:31 AM	10:16 AM	45
Break	10:16 AM	10:26 AM	10
Pass	10:26 AM	10:33 AM	7
Period 3	10:33 AM	11:18 AM	45
Pass	11:18 AM	11:25 AM	7
Period 4	11:25 AM	12:10 PM	45
Lunch	12:10 PM	12:40 PM	30
Pass	12:40 PM	12:47 PM	7
Period 5	12:47 PM	1:32 PM	45
Pass	1:32 PM	1:39 PM	7
Period 6	1:39 PM	2:24 PM	45

Tuesday-Friday			
Period	Start	End	Duration
Period 0	7:34 AM	8:24 AM	50
Pass	8:24 AM	8:30 AM	6
Period 1	8:30 AM	9:34 AM	64
Pass	9:34 AM	9:41 AM	7
Period 2	9:41 AM	10:36 AM	55
Break	10:36 AM	10:46 AM	10
Pass	10:46 AM	10:53 AM	7
Period 3	10:53 AM	11:48 AM	55
Pass	11:48 AM	11:55 AM	7
Period 4	11:55 AM	12:50 PM	55
Lunch	12:50 PM	1:20 PM	30
Pass	1:20 PM	1:27 PM	7
Period 5	1:27 PM	2:22 PM	55
Pass	2:22 PM	2:29 PM	7
Period 6	2:29 PM	3:24 PM	55
Pass	3:24 PM	3:30 PM	6
Period 7	3:30 PM	4:30 PM	60

Performance Music & Live Events			
Period	Start	End	Duration
7 (W/F)	4:00 PM	6:10 PM	130
Finals (W)	1:26 PM	3:36 PM	120

Choir			
Period	Start	End	Duration
7 (T/Th)	4:00 PM	6:10 PM	130
Finals (T)	1:36 PM	3:36 PM	120

Minimum Day			
Period	Start	End	Duration
Period 1	8:30 AM	9:14 AM	44
Pass	9:14 AM	9:21 AM	7
Period 2	9:21 AM	9:56 AM	35
Pass	9:56 AM	10:03 AM	7
Period 3	10:03 AM	10:38 AM	35
Break	10:38 AM	10:48 AM	10
Pass	10:48 AM	10:55 AM	7
Period 4	10:55 AM	11:30 AM	35
Pass	11:30 AM	11:37 AM	7
Period 5	11:37 AM	12:12 PM	35
Pass	12:12 PM	12:19 PM	7
Period 6	12:19 PM	12:54 PM	35

Rally			
Period	Start	End	Duration
Period 0	7:34 AM	8:24 AM	50
Pass	8:24 AM	8:30 AM	6
Period 1	8:30 AM	9:19 AM	49
Pass	9:19 AM	9:26 AM	7
Period 2	9:26 AM	10:15 AM	49
Break	10:15 AM	10:25 AM	10
Pass	10:24 AM	10:32 AM	7
Period 3	10:32 AM	11:21 AM	49
Pass	11:21 AM	11:28 AM	7
Period 4	11:28 AM	12:17 PM	49
Pass	12:17 PM	12:24 PM	7
Rally	12:24 PM	1:02 PM	38
Lunch	1:02 PM	1:32 PM	30
Pass	1:32 PM	1:39 PM	7
Period 5	1:39 PM	2:28 PM	49
Pass	2:28 PM	2:35 PM	7
Period 6	2:35 PM	3:24 PM	49
Pass	3:24 PM	3:30 PM	6
Period 7	3:30 PM	4:30 PM	60

Finals			
Period	Start	End	Duration
Period 1/3/5	8:30 AM	10:33 AM	123
Break	10:33 AM	10:43 AM	10
Pass	10:43 AM	10:51 AM	8
Period 2/4/6	10:51 AM	12:54 PM	123

The instructional day on Mondays shall be from 8:30 a.m. to 2:24 p.m., periods 1-6 (Early Release Schedule). The instructional day Tuesday through Friday shall be from 8:30 a.m. to 3:24 p.m. There shall be an extended first period daily (Homeroom), excluding Rally and Finals days. All teachers shall

use the presentations (KARDTV, Google Slides, etc.) provided to guide their nine (9) minute Homeroom.

- Article 12.2 shall be suspended for the duration of this MOU. For the term of this MOU, lunch shall be 30 minutes.
- Finals Weeks
 - December 16-18- The finals schedule Wednesday through Friday shall be from 8:30 a.m. to 12:54 p.m.
 - June 1-3- The finals schedule Tuesday through Thursday shall be from 8:30 a.m. to 12:54 p.m. No School Friday (Summer Break).

3.0 Bell Schedule at Renaissance High School

Daily Schedule			
	Start Time	End Time	Minutes
* Tutoring	8:45	9:12	27
Passing	9:12	9:15	3
Period 1	9:15	9:55	40
Passing	9:55	9:58	3
Period 2	9:58	10:38	40
Nutrition	10:38	10:58	20
Passing	10:58	11:01	3
Period 3	11:01	11:41	40
Passing	11:41	11:44	3
Period 4	11:44	12:24	40
Lunch	12:24	1:04	40
Passing	1:04	1:07	3
Period 5	1:07	1:47	40
Passing	1:47	1:50	3
Period 6	1:50	2:30	40
Common Prep	2:30	3:10	40

* Optional for students

Minimum Day Schedule			
	Start Time	End Time	Minutes
* Tutoring	8:50	9:12	22
Passing	9:12	9:15	3
Period 1	9:15	9:43	28
Passing	9:43	9:46	3
Period 2	9:46	10:14	28
Passing	10:14	10:17	3
Period 3	10:17	10:45	28
Nutrition	10:45	11:05	20
Passing	11:05	11:08	3
Period 4	11:08	11:36	28
Passing	11:36	11:39	3
Period 5	11:39	12:07	28
Passing	12:07	12:10	3
Period 6	12:10	12:38	28
Common Prep	12:38	1:06	28

The purpose of the optional tutoring time is to provide students with the opportunity to complete work, assignments, tests, etc. with the assistance of a teacher beyond the school day. Teachers are expected to be in their classrooms to monitor and assist students. Attendance will not be taken.

Bell Schedule

The instructional day on Mondays shall be from 9:15 a.m. to 12:38 p.m., periods 1-6 (Minimum Day Schedule). The instructional day Tuesday through Friday shall be from 9:15 a.m. to 2:30 p.m., periods 1-6 (Regular Schedule).

For the term of this MOU, teachers shall teach all six periods and have a common preparation period. For the purposes of overage pay, class sizes over 26 per class or student contacts beyond 156 (26 students times 6 classes) would qualify as overages.

4.0 SPED Inclusion

Special Education Inclusion into General Education (TK–6)

In an effort to increase inclusive educational opportunities for students, the Parties agree to the following guidelines regarding student inclusion in general education classrooms in grades TK–6 in order to implement the student's Individualized Education Program (IEP):

- The school site shall hold one enrollment spot in the general education classroom for each student that needs to be placed to accommodate the inclusion placement written in the IEP in an effort to prevent overages.
- An increase to the class size cap shall require approval of the Union. Prior to granting approval, the District shall ensure that there are enough materials, including but not limited to furniture, books, manipulatives, and school supplies for all students.
- General education classrooms with approved overages may include up to two (2) SDC students at one time.
 - Teachers shall be paid \$10 per day for each student over the class size limit.
- An Instructional Assistant (IA) shall be assigned to support the classroom during inclusion for the first 30 days, to assist with curriculum access, behavioral needs, and transitions.
 - If inclusion creates an overage in a TK classroom the IA shall support the classroom daily to ensure a 10-1 student - adult ratio.
- If at any time during the 30 days both the general education teacher and special education teacher agree that IA support is no longer necessary, the IA shall be removed. If no agreement is reached within the 30 day window, the IA shall continue in the classroom until the IEP team, including the classroom teacher, can meet and discuss if the inclusion placement is appropriate.
- The general education teacher shall:
 - Collect and share classroom assignments and relevant instructional materials with the special education teacher.
 - Provide feedback on the student's academic and behavioral progress for purposes of IEP documentation.

- Provide input to the special education teacher for grading in relevant subject areas, as needed.
- The special education teacher shall:
 - Monitor academic and behavioral progress, and be responsible for completion of the student's progress reports and report cards.
 - Ensure IEP implementation.
 - Collaborate with the general education teacher on any modifications and accommodations to classroom instruction.
- If at any point concerns arise regarding the students' needs, the special education teacher shall collaborate with the classroom teacher, site administration, and/or District administration and if necessary convene an IEP meeting to review and adjust the plan.

5.0 Heat Days Isbell Middle School

5.1 Up to four (4) heat days will be permitted when temperatures at or above 95 degrees Fahrenheit are forecast. To declare a heat day, the following weather forecasting websites will be used: National Oceanic Atmospheric Administration (NOAA), Weatherbug, Accuweather, and the Weather Channel. The high and low forecasted temperatures will be disregarded and the heat day will be declared based on the average forecasted temperatures from the two middle weather services. Additionally a heat day may be declared due to extenuating circumstances if the Superintendent and Union President are in agreement one is needed. The Superintendent or designee shall declare a heat day by noon (12 p.m.) on the day before a heat day. The District's automated phone calling system shall be used to notify parents/guardians of the scheduled heat day one day in advance.

5.2 On declared heat days, students will be released early in accordance with the minimum day schedule, and unit members will be allowed to leave 15 minutes after the students are dismissed.

5.2.1 The yearly extended number of student minutes will allow for a maximum number of up to four (4) heat days to be taken and not result in students receiving less than the state mandated minimum number of instructional minutes per year at Isbell.

5.3 A heat day will not be declared at a site if the heat day falls on a calendared minimum day for that site.

5.4 The Superintendent or designee shall declare a heat day when the average forecast of 100 degrees or more, as provided above, is made before noon the previous day.

5.5 Should the four (4) heat days be exhausted for a site during the school year due to an unanticipated high number of heat days, the Parties agree to meet and confer to determine whether any additional heat days may be allocated for the remainder of the school year.

5.6 Should Isbell Middle School become fully air conditioned during the term of this agreement, heat mitigation measures will not be implemented.

6.0 Speech and Language Services

6.1 Agreement for the use of contracted agencies to provide Speech and Language services (work performed by Certificated collective bargaining unit members) per students' Individual Education Plans at District School Sites.

6.2 Services from contracted agencies shall be implemented when the number of Speech Therapists falls below the needed staffing level.

6.3 The District shall continuously advertise for qualified speech therapists until such time as they are fully staffed to meet the needs of students identified as Speech and Language Impaired.

6.4 The District shall give monthly updates to the union representative on the status of the position(s) being filled.

6.5 Once necessary personnel are hired, and eligible to begin working with students, the District shall notify any contracted speech therapists or agencies of the termination of agreement based on contractual obligations with that individual or agency.

6.6 The District and the Union agree to caseload overages with the following provisions:

- The District shall be able to increase caseloads up to 60 provided notice is given to the Union President prior to the increase.
- Requests for caseloads between 60-70 must be submitted to the Union President for approval prior to students being added.
- The District shall maintain, and share with Union, records for daily caseloads when they exceed 55 and update the Union monthly.
- Caseload averages for each month shall be calculated for any teacher with a caseload greater than 55 in that month.
- Outside contractors' caseloads shall fall within the limits of the agreements with the Union.
- Overages shall be paid on the following chart based on monthly averages:

Average Caseload	Payment each Month
56	\$350
57	\$405
58	\$460
59	\$515
60	\$570
61	\$625
62	\$680
63	\$735
64	\$790
65	\$855
66	\$910
67	\$965
68	\$1020
69	\$1075
70	\$1140

6.7 Preschool Speech and Language Pathologists shall not have caseloads that exceed 40 (Ed code 56441.7a)

6.8 The District shall allow up to ten (10) hours per year to complete Medical and Local Educational Agency billing to be completed by quarter at 2.5 hours per quarter. Billing will be up to date in the months of November, January, March, and June.

7.0 Vision Buy and Life Insurance

Vision Buy Up

The Parties agree that should an employee elect the buy up for the Vision insurance, and the total for Health Benefits, including the buy up, fall under the health benefits cap in 31.1, currently \$15,000.00 per year, they shall not be charged for the Vision buy up.

Life Insurance

The Parties agree that the intent of the language in article 31.1 is to provide \$30,000 of Life Insurance and the cost of this shall not be deducted from the health benefits cap.

8.0 Short Term Independent Study

8.1 Parameters

8.1.1 From the date of notification from the principal or Independent Study Designee, for a planned Short Term Independent Study assignment, the teacher shall have three days to gather and assign materials and complete the initial Scope of Work form. *(Form attached to MOU)*

8.1.2 The assignments can be online, adaptive programs and/or hard copies.

8.1.3 The assignments can either be picked up by the student, mailed by the Independent Study Designee, or emailed directly to the student.

8.1.4 The Scope of Work form must indicate the manner,

time, frequency, and place for submitting the assignments.

- (a) Attendance Credit: The amount of time for assignments shall be at the discretion of the teacher of record, who shall determine attendance credit for each subject/grade according to the percentage of assigned work completed and objective met by the due date.
- (b) Academic Credit: The academic credit (grade, points, comments, etc.) shall be at the discretion of the teacher of record for each subject/grade according to the quality of the assigned work submitted by the due date.

8.2 The Scope of Work form and assignments shall be given to the principal or Independent Study Designee to ensure the work is delivered to the parent/student.

8.3 Duration of Short-Term Independent Study:

8.3.1 Minimum of three (3) school days out to qualify for Short Term IS

8.3.2 Maximum of fifteen (15) school days out of school on Short Term IS in the school year (cumulative)

8.4 Time Frame

8.4.1 Assignments and Scope of Work form must be returned to the teacher or the Independent Study Designee no later than five (5) school days after returning to school.

8.4.2 The Teacher shall return the graded assignments and the Scope of Work form to the Independent Study Designee no later than five (5) school days after receipt of student work and Scope of Work form.

8.5 Compensation

8.5.1 Teachers will be compensated at the rates listed below to prepare/audit assignments and complete the Scope of Work

form. The timesheet should be submitted to the Independent Study Designee along with the completed Scope of Work form no later than five (5) days after receipt of student work and form.

8.5.2 TK-6: two (2) hours for three (3) - five (5) days, four (4) hours for 6-10 days, six (6) hours for 11-15 days.

8.5.3 7-12: one (1) hour for three (3) - five (5) days, two (2) hours for 6-10 days, three (3) hours for 11-15 days for each section the student is enrolled in.

9.0 Cell Phones

The Parties agree that the District will provide a monthly stipend for eligible SPFT unit members who are requested by the District to use their personal cell phones. Unit members who are required to be available during regular work hours will receive a monthly stipend of \$35 and unit members who may be required to be available during and after normal work hours will receive a monthly stipend of \$85. These stipends are in lieu of a District provided cell phone. The District will provide a phone application to be downloaded onto the employees' personal cell phone. The application will forward calls and text messages from the employee's district extension.

The District will only have access to data and information from the phone application dashboard, and will not have access to any other personal information from the employees' cell phone. The District shall have no right to physically take possession of the employees' phone. If an eligible and approved employee does not have a personal cell phone, or objects to using the designated application. The District shall be responsible for providing an alternative communication method.

10.0 Job Descriptions

- The Parties acknowledge that currently there are positions, regular and extra duty, that have outdated or no job descriptions, and agree to collaboratively develop job descriptions which accurately reflect the expectations, and responsibilities of each position.
- The Parties acknowledge that job descriptions may need periodic review and revision to ensure they remain current and reflective of the

actual work performed. Both parties commit to engaging in ongoing collaboration as necessary.

- The Parties agree they will meet regularly to discuss and review job descriptions, identify any discrepancies or outdated information, and negotiate necessary revisions.
 - The Parties may consult with additional stakeholders as needed to gather and share information for the process of developing job descriptions.
- Revised job descriptions will be subject to final approval by both the District and the Union. Once board approved, the updated job descriptions will be formally adopted, implemented, and housed on the Human Resources page of the District Website.

11.0 Flex Time

The following parameters will be implemented for the 2026-27 school year:

- **Flex Time Option**
 - Non-rostered unit members shall be provided the option to utilize Flex Time or hourly pay to accommodate duties that extend beyond the regular workday, are voluntary, and are approved by administration, such as evening parent/community meetings, school events, or crisis intervention.
 - Non-rostered unit members are not eligible to request flex time or compensation for events or activities that administration has communicated as being voluntary for all bargaining unit members.
 - Flex time does not apply to activities for which a unit member already receives a stipend.
- **Scheduling**
 - Flex Time must be agreed upon between the unit member and the direct supervisor.
 - Flex Time redeemed by the unit member shall not exceed three (3) hours on any given day.
 - Flex Time shall be scheduled in increments of no less than thirty (30) minutes.
 - Flex Time must be scheduled within ten (10) workdays in which it was earned, unless mutually agreed upon by the unit member and administrator.

- **Recordkeeping**

- The unit member's direct supervisor shall maintain a record of Flex Time hours earned and used, ensuring accountability and mutual agreement.

12.0 Billing

Billing - Counselors, Mental Health Counselors, and District Nurses

- Counselors, Mental Health Counselors, and District Nurses shall participate in documenting and submitting claims for reimbursement for eligible services through the Children and Youth Behavioral Health Initiative (CYBHI) using the Healthy Campus platform.
- Documentation and billing responsibilities shall be integrated into the normal scope of professional duties.
- Billing tasks shall not interfere with the delivery of student services or the ability to fulfill primary responsibilities.
- The District shall provide an Electronic Health Record (EHR) platform to align to HIPAA practices.
- The District shall provide training and ongoing technical assistance to staff regarding documentation (via in house platforms such as QGIS, EHR), FERPA and HIPAA requirements, reporting requirements (such as data reporting to VCOE and grants, audits), and billing procedures (such as CYBHI, Healthy Campus).
- The District shall be responsible for the collection of insurance information.
- The District shall be responsible for the collection of consent to bill documents.
- The District shall be responsible for the collection of consent to treat documents.
- Bargaining Unit members' billing data shall remain confidential and not be shared, published, made public or used as part of the evaluation process. Additionally, there shall be no required quotas.
- Staff shall not be held responsible for errors in billing that occur outside of their control.

- The District shall ensure that all parties, including VCOE, Healthy Campus, and any other third party providers shall comply with state and federal laws regarding student privacy, including FERPA and HIPAA, and ensure secure systems for submitting and storing billing documentation.
- Reimbursement funds generated through billing shall be used to support, sustain and/or expand student support services, including counseling, mental health, and nursing programs.
- At the expiration of this MOU, billing shall be removed from the job descriptions for Counselors, Mental Health Counselors, and Nurses unless a new agreement is reached.

13.0 Independent Study Class Size Overages

Article 13.4 of the Collective Bargaining Agreement shall be modified to:

13.4 Independent Study

<u>Grade Span</u>	<u>Class Size</u>	<u>Independent Study</u>
TK-3	25	Overage – Not to exceed 28
4-8	30	Overage – Not to exceed 33
9-12	35	Overage – Not to exceed 38

- Overage pay shall be \$5.00 per day per student
- If there is a need to balance classes, then the lowest caseload within the grade span shall take precedence.
- Balancing within the different grade levels shall take place prior to assigning overages.
- Once caseload overages have been met, approval for each additional student must be obtained from the Union. If the Union agrees, overage pay would be \$10.00 per day, per student, for all overages over the class size.

The intent of this agreement is once overages exceed the "Not to exceed" number, and are approved by the Union, all overages will be paid at \$10 per

day per student, including the overages that were previously paid at \$5 per day per student. Should the caseload be reduced to the "Not to exceed" number or less the overage rate would revert to \$5 per day per student.

14.0 Start of the 2026-27 School Year

For the term of this MOU 11.4(c) shall be suspended and replaced with the following:

A Google Form will be provided by the District and shall serve as a timesheet for Classroom/Office Prep Hours. Teachers who submit the Google Form no later than August 10 shall be paid on the August paycheck. The District will also provide a sign-in sheet to each site which will indicate the number of hours worked each day.

Optional Classroom/Office Prep Days are as follows:

Monday, August 3rd - Wednesday, August 5th, Saturday, August 8th:

7:30 AM - 4:00 PM: Sites will be open for teachers to set up classrooms/offices

- Returning teachers: 12 hours of pay total, maximum of 6 hours/day
- New teachers: 6 hours of pay total.

Thursday, August 6th - Friday, August 7th

First contractual days

Professional Development - Information to be sent out

Times - 8:00 AM - 2:30 PM

For the term of this MOU 12.7f shall be suspended and replaced with the following:

The first staff meeting of the year on August 10, 2026 shall not exceed 1.5 hours. Schedule as follows:

Monday, August 10th:

Morning Session Video at Sites

7:30 - 8:30 am: Breakfast will be served

8:30 - 10:15 am: District Video and Staff Meeting

10:30 - 11:30 am Union meetings

11:30 - 2:30 pm: Lunch on your own and classroom prep (at your site)

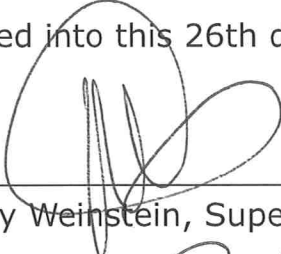
15.0 Term of Agreement

This MOU shall be in effect for the 2026-2027 school year. This MOU shall not alter the length of the teacher or counselor work year.

16.0 Jointly Negotiated

The terms of this MOU have been jointly negotiated by the Parties. The Parties have read, understand and, by their signatures below, agree to the terms of this Memorandum of Understanding.

Entered into this 26th day of May, 2026.

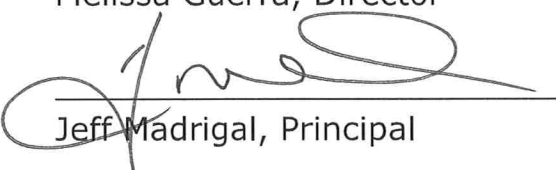

Jeffrey Weinstein, Superintendent


Vanessa Donahue, HR Director


Lori Toms, Chief Business Officer


Julie Bergman, Director

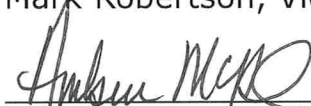

Melissa Guerra, Director


Jeff Madrigal, Principal

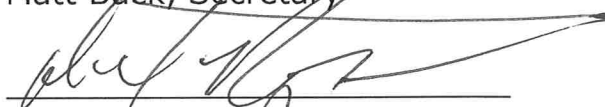

Todd McWherter, President SPFT

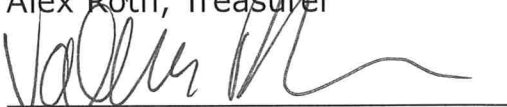

Erica Newsum, Vice-President


Mark Robertson, Vice-President


Amber McPherson, Vice-President


Matt Buck, Secretary


Alex Roth, Treasurer


Valerie Payan, Legislative Liaison