MEMORANDUM OF UNDERSTANDING
between the
FULLERTON SCHOOL DISTRICT (FSD)
and the
FULLERTON ELEMENTARY TEACHERS ASSOCIATION (FETA)

July 16, 2026

For the 2026-2027 school year, FSD and FETA agree to the terms of the Memorandum of Understanding (MOU).

Instructional Assistants for TK, Kindergarten, First, and Second Grade:
For the 2026-2027 school year, each school with TK, and Kindergarten classes will be provided with one three and three-quarter (3.75) hours Instructional Assistant (IA) General Education per TK (unless the adult to student ratio is determined by statute) and Kindergarten class. First and second grade classes (17 schools total) shall be provided with one (1), three and three-quarter (3.75) hours per day, 180 workdays per year Instructional Assistant (IA) General Education (17 total) in order to reduce the student to adult ratio in first and second grade classrooms.

- Each school shall collaboratively determine the schedule and classroom assignment for the IAs through a joint meeting with the school principal and TK (unless the adult to student ratio is determined by statute), Kindergarten, first, and second grade teachers at the school site. Teacher or school site participation is voluntary.
- The duties of these IAs shall be limited to direct student support with their assigned grade level during their three and three-quarter (3.75) hour work time.
- K/1 Combination classrooms and multi-age classrooms that contain both Kinder and First Grade students will receive only the three and three-quarter (3.75) hour per day IA.
- TK/K Combination classrooms will receive only the three and three-quarter (3.75) hour per day IA (unless the adult to student ratio is determined by statute).
- 2/3 Combination classrooms and multi-age classrooms with second and third grade students will be considered for equitable support time from the three and three-quarter (3.75) hour per day IA when schedules are created at the joint meeting with the school principal and TK (unless the adult to student ratio is determined by statute), Kindergarten, first, and second grade teachers at the school site.
- Due to the unique nature of the co-teach program, first and second grade classes already have structured instructional assistant time embedded and will not receive the instructional assistant support provided in this MOU except for the allocation of the 45 hours for testing listed below.
- The IAs shall be under the direction of the Assistant Superintendent of Educational Services and/or designee and the school principal of the site to which they are assigned. In the event the District is unable to recruit/hire 17 IAs, the Assistant Superintendent of

Educational Services and/or designee will assign the IAs which the District has been able to recruit/hire to schools based on need.

- The IAs shall be released from their duties at the school one (1) workday per month, not to exceed ten (10) workdays per school year, in order to attend mandatory professional development training at the District Office.
- During the school year, TK, Kindergarten, first, and second grade students display a wide range of behaviors. After the pandemic and modified instructional schedules, extra support is needed for teachers to establish routines and relationships, promote school readiness, provide SEL instruction and support, and directly teach behaviors. The seventeen (17) schools with TK, Kindergarten, first, and second grade classes (including co-teach classes) will be able to provide up to forty-five (45) additional hours (per site, per instructional assistant) of instructional assistant support. This support will be provided as determined by the school site's TK, Kindergarten, first, and second grade teaching team.
- FETA and FSD will meet as needed to evaluate the effectiveness of these instructional assistants and make recommendations to the negotiating teams regarding primary classrooms.

Nothing in this MOU is intended to be precedent setting or to be construed as a past practice.

Jasel Contreras 8-3-26

Jasel Contreras Date
FETA Negotiations Chairperson

8/4/26

Chad Hammitt, Ed.D. Date
Deputy Superintendent
Human Resources