

MEMORANDUM OF UNDERSTANDING
BETWEEN ALVORD UNIFIED SCHOOL DISTRICT
AND ALVORD EDUCATORS ASSOCIATION

ANNUAL TRAINING & SCHOOL YEAR CALENDAR 2023-2024, 2024-2025, & 2025-2026

February 27, 2023

The Alvord Unified School District (“District”) and Alvord Educators Association (“Association” and/or “AEA”) enter this Memorandum of Understanding (“MOU”) to address the need for time for professional development and annual training. The District and Association are hereinafter collectively referred to as “the Parties.”

BACKGROUND: Article IX Section 4.b.2 provides for the occasion upon which the District is interested in rescheduling one of the first two workdays of each school year for the purposes of District-wide professional development. The language further states that approval of the association must occur. In addition, the Parties agree that in making these changes it is beneficial to incorporate time for unit members to complete required annual training.

The purpose of this MOU is to document the association’s approval of the District’s request to reschedule one of the first two workdays days for the purposes of District-wide professional development for the 23-24, 24-25, and 25-26 school years and identify mutually agreeable provisions that will be in effect over the three years to address time for required annual training.

The Parties agree to the following:

1. For the 2023-2024, 2024-2025, and 2025-2026 school years one of the three non-student days at the beginning of each school year will be moved to the second Monday in October. This day will be reserved for the purposes of District-Wide Professional Development each year.
2. The District-Wide Professional Development for this day shall be planned and scheduled by the District Educational Services Division who shall also meet and confer with the Association in accordance with Article IX Section 10.3.
3. One staff meeting/staff development meeting during the month of September and one during the month of October each year shall be scheduled as teacher-directed time. Site administration will identify which Tuesday will be given as teacher-directed time prior to the first day of each month. This time is provided in consideration that unit members received less preparation time to prepare their classroom for the beginning of school. Unit members who worked for an equivalent amount of time in their classroom on the first Friday in August may choose to leave early on these two days, after completing any required supervision duties or 15 minutes after student departure.
4. The early release time on the first Tuesday in October for the 23-24 and 24-25 school years and the last Tuesday in September of the 25-26 school year shall be dedicated to the completion of required annual Keenan training identified by the District. The staff meeting/staff development meeting and two teacher-directed grade level/department collaboration Tuesdays for October 23-24 and October 24-25 will be advanced 1 week. This time is provided in lieu of compensation for completing the required annual training. Unit members who choose to complete the required training prior to the Tuesdays listed above may choose to leave early on those days, after completing any required supervision duties

or 15 minutes after student departure. The District shall ensure that the Keenan training is available to staff by the first Friday in August.

5. The Association reserves the right to withdraw its approval for the 24-25 and 25-26 school years. Should the Association choose to exercise that right, the Association shall notify the District in writing by no later than December 31, 2023 for the 24-25 school year and December 31, 2024 for the 25-26 school year. Should the Association decide to withdraw its approval for a given school year, item 3 above shall not be in effect during the indicated year, the non-student day shall be moved to the start of the school-year, school shall begin one day later, and the second Monday in October day shall become a regular school day.
6. The terms of this MOU shall expire at the end of the 2025-2026 school year

Dated this 27th day of February 2023

Association:



Mike Kolonics
AEA President

District:



Nick Hilton
Assistant Superintendent, Human Resources

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