

**MEMORANDUM OF UNDERSTANDING
BETWEEN ADELANTO ELEMENTARY SCHOOL DISTRICT
AND THE ADELANTO DISTRICT TEACHERS' ASSOCIATION
REGARDING SUBSTITUTING FOR ANOTHER CLASSROOM COMPENSATION**

WHEREAS, the Adelanto Elementary School District ("District") and the Adelanto District Teachers Association ("ADTA") are parties to a collective bargaining agreement for the period covered by the Memorandum of Understanding, and ADTA is the exclusive representative of the District's bargaining unit; and

WHEREAS, the District and ADTA recognize the importance of developing and maintaining positive relations between each other;

NOW, THEREFORE, the parties agree as follows:


1. For the 2021-2022 school year, Bargaining Unit Members shall be entitled to be paid up to \$500 rate while period subbing, monitoring, and/or accepting extra students from another class;
2. The District shall always make every effort to hire a substitute teacher when a classroom teacher is absent for any reason;
3. At the elementary and TK-8 schools: if a substitute is not available and students must be divided among several teachers or another bargaining unit member is required to cover the class, the total amount paid will be a percentage of \$500 based on the percentage of students the receiving teacher is assigned. The administration shall divide the class by not less than 25%;
4. At the middle school: If a substitute is not available, the principal or designee may assign a unit member to substitute in a classroom during a preparation period. All middle school sites shall maintain a volunteer list. Prior to making such assignment, volunteers will be selected on a fair and rotating basis. If no volunteers are found, assignments will be maintained on a fair rotating basis. Payments for substituting in a class during a member's preparation period will be at the rate of $\frac{1}{5}$ of the \$500.
5. PE teachers who take an extra class during one or more of their regular classes or preparation periods will receive $\frac{1}{5}$ of \$500 for each extra class for a maximum of \$500.
6. Bargaining unit members who have already substituted during the 2021-2022 school year, prior to this MOU being signed, shall be entitled to the difference between the amount previously received and the percentage of the \$500.
7. ISP teachers who substitute an entire ISP classroom will receive \$250 for providing the following:

- When substituting for primary grades (TK-3rd), ISP teachers shall provide 2 hours of synchronous instruction via Zoom (45 minutes in English Language Arts, 45 minutes in Math and 30 minutes of ELD).
- When substituting for grades 4th-8th, ISP teachers shall provide 2.5 hours of synchronous instruction via Zoom (1 hour in English Language Arts, 1 hour in Math, and 30 minutes of ELD).


8. Bargaining unit members who have run out of sick leave will only be charged the differential pay of \$155 per day.

9. This MOU is unique unto its own circumstances and shall in no way set a precedent for any other agreement in the future, and furthermore, no party hereto shall cite this MOU or its terms as past practice for any purpose in the future;

10. This MOU shall expire on its own terms on June 2, 2022, and thereafter shall be of no further force or effect unless extended by mutual written agreement of the parties.



Nanette Cadilli, President
Adelanto District Teachers Association



Carlos Moran, Assistant Superintendent
Human Resources
Adelanto Elementary School District

Nov. 30, 2021
Date

11/30/21
Date