

**MEMORANDUM OF UNDERSTANDING**  
**BY AND BETWEEN**  
**FONTANA UNIFIED SCHOOL DISTRICT**  
**AND**  
**FONTANA TEACHERS ASSOCIATION**  
**EDUCATOR EFFECTIVENESS DAYS**  
**MAY 2022**

This Memorandum of Understanding is made and entered into between the Fontana Teachers Association (hereinafter referred to as the "Association") and Fontana Unified School District (hereinafter referred to as the "District").

This Memorandum of Understanding ("MOU") is written to establish the conditions of the District's Educator Effectiveness Days for the school years, 2022-2023, 2023-2024, 2024-2025, and 2025-2026 in accordance with the Educator Effectiveness Grant.

The District and the Association agree to the following within the Educator Effectiveness Grant parameters:

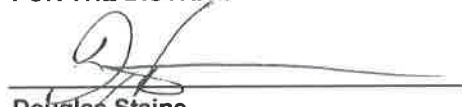
- 1.1 The District shall provide Certificated Bargaining Members the rate of \$65.00 per hour to attend the Educator Effectiveness Days.
  - 1.1.1 Certificated Bargaining Members must submit a timesheet for payment.
- 1.2 An Educator Effectiveness Day shall not exceed six (6) hours per day, excluding lunch. The hours may be split into two (2) days, not to exceed three (3) hours per day.
- 1.3 A site may choose to bank Educator Effectiveness Days over the course of this agreement, for a total of four (4) Educator Effectiveness Days, or a total of twenty-four (24) hours.
- 1.4 Educator Effectiveness Days are voluntary. Certificated Bargaining Members who choose not to attend the Educator Effectiveness Days will not be held responsible for any materials or information shared at the meetings.
- 1.5 Site Instructional Leadership Team (ILT), with teacher input, will decide the topics and scheduling of the Educator Effectiveness Days.
- 1.6 Each site ILT will decide how the Educator Effectiveness Days will occur (in-person or virtual).
- 1.7 This MOU shall expire in full without precedent on June 30, 2026, unless extended by mutual written agreement of the District and the Association.

Dated this 11<sup>th</sup> day of May 2022, at Fontana, California.

**FOR THE ASSOCIATION**

  
Wendy K. Snapard, Negotiations Chair  
Fontana Teachers Association

**FOR THE DISTRICT**

  
Douglas Staine,  
Associate Superintendent People Services