

**Memorandum of Understanding  
Between  
Pasadena Unified School District  
And  
United Teachers of Pasadena**

**120% Teaching Assignment Salary**

This Memorandum of Understanding (MOU) is entered into by and between Pasadena Unified School District and United Teachers of Pasadena on April 5, 2019.

1. If a unit member mutually agrees with the site administrator to teach a class during the preparation period as part of his/her regular assignment for the school year, then he/she shall be paid at 120% of his/her annual base salary, including the 16<sup>th</sup> and 21<sup>st</sup> year service increments.
2. Unit members shall be paid for the extra period on days absent.
3. Parties agree that the terms and conditions of this MOU shall be subject to Article V, Grievance Procedure, of the Collective Bargaining Agreement.
4. Parties agree that provisions of this MOU shall be incorporated into the language of a Tentative Agreement regarding Article XIV, Salary and Salary Schedules Rules and Regulations, subject to ratification by the United Teachers of Pasadena membership and the Pasadena Unified School District Board of Education no later than May 31, 2019.

Dated: April 5, 2019

Dated: April 5, 2019

UNITED TEACHERS OF PASADENA

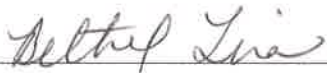
PASADENA UNIFIED SCHOOL DISTRICT





Alvin Nash, President

Steve Miller, Chief Human Resources Officer



Bethel Lira, Bargaining Chairperson

**Memorandum of Understanding  
Between  
Pasadena Unified School District  
And  
United Teachers of Pasadena**

**Over-Banked Instructional Minutes for K-12 during the 2019-2020 School Year**

This Memorandum of Understanding (MOU) is entered into by and between Pasadena Unified School District and United Teachers of Pasadena on April 5, 2019. This MOU shall remain in effect during the 2018-2019 school year and shall expire on June 30, 2020.

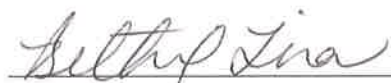
1. Since more time will be banked than will be used for professional development at school sites (Grades K-12) during the 2019-2020 school year, the over-banked instructional minutes shall be returned to teachers in the form of
  - a. For the elementary and middle schools (Grades K-8), **four (4)** shorter instructional days on the last workday before Thanksgiving Break (**November 22, 2019**), the last regular workday before Winter Break (**December 19, 2019**), the last workday before Spring Break (**March 27, 2020**), and **April 10, 2020**.
  - b. For the high schools, **three (3)** shorter instructional days on the last workday before Thanksgiving Break (**November 22, 2019**), the last regular workday before Winter Break (**December 13, 2019, for high schools; and December 17, 2019, for Rose City High School**), and the last workday before Spring Break (**March 27, 2020**).
2. For the elementary and middle schools (Grades K-8), each of these **four (4)** days shall be shortened by **85** instructional minutes.
3. For the high schools, each of these **three (3)** days shall be shortened by **80** minutes.
4. On these days, unit members may leave the site fifteen (15) minutes after the end of the instructional day.
5. Parties agree that the terms and conditions of this MOU shall be subject to Article V, Grievance Procedure, of the Collective Bargaining Agreement.

Dated: April 5, 2019

UNITED TEACHERS OF PASADENA



Alvin Nash, President



Bethel Lira, Bargaining Chairperson

Dated: April 5, 2019

PASADENA UNIFIED SCHOOL DISTRICT



Steve Miller, Chief Human Resources Officer

**Memorandum of Understanding  
Between  
Pasadena Unified School District  
And  
United Teachers of Pasadena**

**Back-to-School Night and/or Open House 2019-2020 at Sierra Madre Elementary School**

This Memorandum of Understanding (MOU) is entered into by and between Pasadena Unified School District and United Teachers of Pasadena on April 5, 2019. This MOU shall expire on April 30, 2019.

1. If Sierra Madre Elementary School wishes to change its Back-to-School Night and/or Open House for the 2019-2020 school year to a date that is different than the Official Calendar, then the revised date(s) for Back-to-School Night and/or Open House shall be determined officially no later than April 30, 2019.
2. Revised date(s) for Back-to-School Night and/or Open House shall be determined by a simple majority (50% plus 1) secret ballot vote of UTP bargaining unit members at Sierra Madre Elementary School as conducted by the Association.
3. This school-based decision must take into account the need to accommodate parents with children at different grade levels, yearly testing schedules, Board of Education meetings, feeder school considerations, religious holidays, and bus schedules/release times.
4. Back-to-School Night and Open House shall not occur on a Monday for any school site.
5. This MOU shall not be subject to Article XIX, Contract Waivers, of the Collective Bargaining Agreement.
6. Parties agree that the terms and conditions of this MOU shall be subject to Article V, Grievance Procedure, of the Collective Bargaining Agreement.

Dated: April 5, 2019

Dated: April 5, 2019

UNITED TEACHERS OF PASADENA

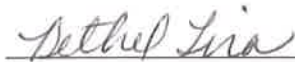
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