



MEMORANDUM OF UNDERSTANDING
Contract Negotiations Between
Selma Unified School District (District)
and
Selma Unified Teachers Association (SUTA)

Work Year: All certificated employees shall have their work year reduced by 5 days from 183 to 178 for teachers, speech language pathologists, and nurses and from 193 to 188 for school psychologists. Teachers on a 12-month contract (ag. teachers, etc.) shall have their work year reduced by 5 days in accordance with other certificated teachers. The reduction of the work year shall be as follows:

1. Two (2) days during Thanksgiving break (Monday and Tuesday)
2. Three (3) days at the end of the school year.

In addition, the school calendar shall be changed to reflect the following:

1. One (1) pre-service day at the beginning of the work year, which will be a non-student day. The day will consist of:
 - a. The Welcome Back Breakfast.
 - b. A 1.0-hour staff meeting immediately following the breakfast from 9:00-10:00 AM.
 - c. The remainder of the day designated as a workday that shall be unencumbered by the District.
2. The District shall have the first FLEX day available for either staff meeting or professional development purposes.
3. A student start date directly following the one (1) pre-service day.
4. A Thanksgiving break consisting of five (5) days.
5. 177 days of instruction.

Compensation

& Benefits: Reduce the District contribution for Health and Welfare benefits from \$13,000 to \$11,095 per employee per year.

Other: The District agrees that in the event the budget crisis lessens, the above areas of employee work year and health benefits shall be recalculated with less of a reduction to work year and health benefits.

The District agrees to notify SUTA immediately if the intent to rehire the majority of the current temporary teachers must change due to fiscal emergencies. The District will continue its practice to release temporary teachers prior to March 15th and will verbally share with each temporary teacher the intent to rehire and to offer a contract prior to the end of school or its intent to not offer a contract.

Both the District and SUTA recognize the extreme fiscal circumstances that exist throughout the state and agree to meet and negotiate if the other party submits a written request to do so, within 30 calendar days of receipt of the request.

This is a tentative agreement between the District and SUTA and is pending approval by the Board of Trustees of the Selma Unified School District and ratification by SUTA membership.

Cynthia Miller, SUTA President

Date

Teresa Wood, Assistant Superintendent
Instruction/Personnel

Date