

MEMORANDUM OF UNDERSTANDING

Between

EL RANCHO UNIFIED SCHOOL DISTRICT

and

EL RANCHO FEDERATION OF TEACHERS (ERFT)

STARTING AND ENDING TIMES FOR EL RANCHO HIGH
SCHOOL TEACHERS

August 22, 2022

This Memorandum of Understanding (MOU) between the El Rancho Unified School District (“District”) and El Rancho Federation of Teachers (“ERFT”) sets forth the parties’ temporarily agreed upon negotiated effects of Senate Bill 328.

The Parties agree upon the following:

Senate Bill 328: Beginning with the 2022-2023 school year, California high schools may begin no earlier than 8:30 a.m.

I. ARTICLE VI – HOURS OF EMPLOYMENT

Section A – THE TEACHER’S WORK DAY:

1. The teacher’s work day shall commence one-half hour before the instructional day begins, and shall terminate one-half hour after the last scheduled class ends.

Therefore, beginning with the 2022-2023 school year, the work day for **teachers at El Rancho High School** is as follows:

- Monday/Fridays 8:00-3:50
- Tuesday/Wednesday/Thursday 8:00-4:00

II. Because ERHS teachers understand the value of collaboration, ERHS teachers have **chosen** to continue with a bell schedule that requires teachers to report to campus earlier than the contractual “one-half hour before the instructional day begins” twice a week.

- Mondays: ERHS teachers will report to campus by 7:40, 50 minutes before the instructional days begins
- Fridays: ERHS teachers will report to campus by 7:40, 50 minutes before the instructional day begins

III. ERHS teachers are professionals and continually demonstrate they will be present for students, parents, colleagues, and administration before and after the instructional day without the one-half hour before and one-half hour after the instructional day language stipulated in the contract.

IV. PROPOSED EL RANCHO HIGH SCHOOL TEACHERS' WORK DAY

For the 2022-2023 school year, the El Rancho High School teachers' work day shall commence one-half hour before the instructional day begins, and shall continue until all professional responsibilities and assignments have been completed after the last scheduled class ends. Meetings with students, parents, colleagues, and administration; faculty meetings; in-service training; IEPs, and all professional meetings beyond the regular class day for students are considered a part of a teacher's professional responsibility.

Prior to the conclusion of the 2022-2023 school year, the proposed work day for El Rancho High School teachers shall be evaluated by school site and district leadership. Leadership shall include ERHS Instructional Managers, ERFT Representatives, ERHS and ERUSD administrators. District and site leadership will recommend whether or not the proposed work day shall become contract language, a revision of the proposed work day shall be tried over a period of time, or there will be a return to the current work day contract language.

This MOU concerning the starting and ending times for teachers at El Rancho High School, during the 2022-2023 school year, is entered into by the parties on August 22, 2022 and expires on June 7, 2023. This agreement will become effective after signature and Board of Education approval.

This MOU shall not establish a precedent for resolving similar or related issues that may arise in the future, and neither the District nor ERFT may claim this MOU as a prior practice should similar or related issues arise after the date of this MOU.

EL RANCHO UNIFIED
SCHOOL DISTRICT



Mark Matthews
Interim Director
El Rancho Unified School District

EL RANCHO FEDERATION OF
TEACHERS



Lilia Carreon
President, El Rancho Federation of Teachers