

**MEMORANDUM OF UNDERSTANDING (MOU)**  
**between the**  
**Fullerton School District (FSD)**  
**and the**  
**Fullerton Elementary Teachers Association (FETA)**

**September 8, 2021**

This Memorandum of Understanding (MOU) between FSD and FETA is to clarify and define Professional Development for new FSD teachers and their restructured Wednesday release schedule. All Wednesday Early Release Day schedules are collaboratively developed and calendared in conjunction with the student attendance calendar by the District and the Negotiations Team. Article 8 Section G-2 & 3 of the FETA/FSD Collective Bargaining Agreement describes the structure and use for the 38 Early Release Wednesdays for Elementary and Junior High Certificated staff as follows:

“The use of restructured Wednesdays should be reviewed by staff at school sites and calendared in advance to assist all school staff in their planning. The use of the restructured Wednesdays shall be utilized in accordance with Section “A” above, and examples of activities that may be done for each type of Wednesday will be provided by a joint memo between FETA and the District to be distributed no later than March 30, 2018.”

Currently, teachers that enroll in the Teacher Induction Program to clear their credential are required to participate in monthly Induction meetings that include Professional Development opportunities and Induction Inquiry support. Additionally, the Teacher Induction Program includes Professional Development hours outside of the meeting times. In the past, meetings were held from 3:30pm - 5:30pm, once a month for six months beginning September and ending in April.

The New Teacher Professional Development model (in collaboration with Induction) offers a total of three hours of monthly professional development that will fulfill all professional development and meeting requirements for the Induction Program. Two hours will be professional development, focused in the areas of English language arts (ELA), math, English language development (ELD), Writer’s Workshop, Science, Technology, PATHFinder, and Marzano’s Guaranteed and Viable Standards. The third hour will be spent on other Induction requirements. The professional development will be held on scheduled Wednesdays from 2:00pm - 5:00pm. New teachers who do not need Induction to clear their credential will end at 4:00pm instead of 5:00pm.

New Teachers (first and second year) who are not a part of Induction and voluntarily attend the Professional Development portion from 2:00pm - 4:00pm, will receive compensation at the teacher hourly rate from the end of their professional duty day (7.5 hours) to 4:00pm. The following negotiated Wednesdays will be impacted for all new teachers in the Fullerton School District. For second-year teachers, professional development will be required for the Induction Program and voluntary for second-year teachers not in the Induction Program.

October 27, 2021- Grade Level Planning (Elementary) / Teacher Planning (Jr. High)

November 17, 2021 - Teacher Planning (Elementary) / PLC (Jr. High)

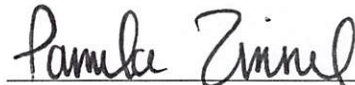
January 26, 2022 - Grade Level Planning (Elementary) / PLC (Jr. High)


February 23, 2022 - Teacher Planning (Elementary) / PLC (Jr. High)

April 27, 2022 - Teacher Planning (Elementary) / Progress Report Prep (Jr. High)

May 11, 2022 - Teacher Planning (Elementary)/Teacher Planning (Jr. High)

Nothing in the MOU is intended to be precedent setting or to establish a past practice.

 9/8/21  
Pamela Zinnel Date  
Negotiations Chairperson  
FETA

 9/8/2021  
Chad Hammitt, Ed.D. Date  
Assistant Superintendent,  
Personnel Services