

**MEMORANDUM OF UNDERSTANDING BETWEEN  
WILLIAM S. HART UNION HIGH SCHOOL DISTRICT AND  
HART DISTRICT TEACHERS ASSOCIATION  
REGARDING INSTRUCTIONAL COACHES**

Memorandum of Understanding ("MOU") is entered into on May 18, 2018, by and between William S. Hart Union High School District ("District") and Hart District Teachers Association ("HDTA") (collectively referred to herein as the "Parties") regarding Article IX, Section 9.3 (Appendix C.1), of the Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article IX, section 9.3 (Appendix C.1), lists the additional factor for the Extra-Curricular Duties Salary Schedule.

Whereas, the Parties agree that there is a need to create Instructional Coaches for the 2018-19 school year to provide instructional and curricular support for all teachers, both general and special education, at each school site.

IT IS, THEREFORE, NOW AGREED BY AND BETWEEN THE PARTIES THAT:

1. This MOU shall become effective on the date of its execution and approval by each party.
2. The Parties agree that the District will select Instructional Coaches for the 2018-19 school year, only.
  - a. One Instructional Coach will be assigned to, and reside at, each comprehensive high school and junior high school. The amount of Coaching Sections each Instructional Coach will be assigned will be determined by the following ratio: one Coaching section for every 40 full-time teachers on staff at the Instructional Coach's respective site. One additional section will be added to an Instructional Coach's schedule if there are an additional 21 teachers beyond the 40-1 ratio.
  - b. There will be two (2) Instructional Coaches for all four (4) Alternative Schools. Each of these Instructional Coaches will be assigned to and serve two (2) Alternative Schools, as follows: One Instructional Coach will be assigned to and serve Bowman and Sequoia and another will be assigned to and serve AOC and Learning Post.
    - i. Alternative School Instructional Coaches' daily assignment will be to teach four (4) classes and be released one (1) period for instructional coaching duties.
3. The Parties agree that all Instructional Coaches will receive a \$2,500 stipend for the 2018-2019 school year.
4. The Parties agree this MOU will terminate on June 30, 2019, unless the Parties negotiate to include the terms of the MOU in the CBA.
5. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint, administrative or legal proceeding as evidence of past practice or intent of the parties or meaning or application of the CBA.

WILLIAM S. HART UNION HIGH SCHOOL DISTRICT

By: Michael Vierra  
Michael Vierra, Ph.D.

Date: 5-18-18

HART DISTRICT TEACHERS ASSOCIATION

By: John Ahart  
John Ahart, Lead Negotiator

Date: 5/18/18