

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

This Memorandum of Understanding ("MOU") is entered into this 18th day of May 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 and Appendix C.1, of the Collective Bargaining Agreement ("CBA") between the parties.

Whereas, Article IX, Section 9.3, states that Extra-Curricular Duties shall be voluntary and at the rates specified in Appendix C;

Whereas, Article XIX, and Appendix A, sets forth and lists the Salary Schedules for Teachers, Librarians, Counselors, Nurses and Psychologist; and

Whereas, the Parties agree that there is a need to create a stipend to support professional development opportunities.

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 District may compensate unit members for professional development opportunities.
  - a. When the District elects to compensate unit members for attendance at non-mandatory professional development, the rate of pay shall be as follows:
    - i. Professional development training lasting four (4) or more hours: certificated daily substitute rate of pay; and
    - ii. Professional development training that lasts less than four (4) hours: the negotiated certificated hourly rate of pay set forth in Section A.1.9. of Appendix A .
  - b. The rate of pay to unit members for attendance at mandatory professional development shall be the negotiated certificated hourly rate of pay set forth in Section A.1.9. of Appendix A when outside contractual time.
3. This MOU is non-precedential, will not bind the Parties in any future action, whether under similar circumstances or not, and cannot be introduced in any grievance, arbitration, complaint,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 collective bargaining agreement.
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 collective bargaining agreement.

**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, Chief Negotiator

Date: 5/18/18