

# Magnolia School District

2705 West Orange Avenue • Anaheim, California 92804-3298 • (714) 761-5533 • FAX (714) 761-3731

## Memorandum of Understanding between the Magnolia School District and the Magnolia Educators Association

December 10, 2018

This agreement is entered into between the Magnolia School District ("District") and the Magnolia Educators Association ("Association").

The District and the Association have determined that it is in the best interest of all parties to establish a new certificated position, "Impact Teacher", for the purposes of providing one-on-one and small group instruction to students.

The District may employ certificated temporary employees with an appropriate credential as Impact Teachers pursuant to Education Code section 44909.

Beginning July 1, 2018, such employment shall be up to one school year for a cumulative total not to exceed one hundred and thirty (130) workdays and a total of no more than nineteen (19) hours per week and a cumulative total not to exceed four hundred ninety-four (494) hours per school year. Such employees would be entitled to a 10 minute break during their work shift and the option of establishment of a 30 minute duty-free lunch period by mutual agreement between the Impact Teacher and the Principal.

Service as an Impact Teacher shall not be included in computing the service required to become a permanent certificated employee of the District. An Impact Teacher will be credited for one (1) year of teaching experience for every two (2) years of consecutive service as an Impact Teacher with the District if the employee has worked one hundred and thirty (130) days in each previous school year and is subsequently employed by the District in a position paid on the Certificated Salary Schedule.

An Impact Teacher may apply for open positions in the District during his/her temporary contract period and will be released from the Impact Teacher contract if offered such position.

The Impact Teacher shall be compensated at the rate of \$36.05 hourly effective July 1, 2018.

Impact Teachers will be evaluated under the procedure in Article 10.2.3 of the Contract between the District and the Association. Impact Teachers may be evaluated every other year provided their previous evaluation has an overall performance rating of "meets standards".

The Impact Teacher shall be covered by the terms and provisions of the contract between the Association and the District except as above and as follows:

- Article 9 does not apply to Impact Teachers. Impact Teachers shall remain at the same site for the length of the temporary contract, except by mutual agreement of the District and the teacher;
- Article 11 does not apply to Impact Teachers;
- Article 14 does not apply to Impact Teachers;
- Article 15 does not apply to Impact Teachers;
- Article 16 does not apply to Impact Teachers;
- Article 20 does not apply to Impact Teachers

### Magnolia Educators Association

Allison Manseau 12-10-18  
Allison Manseau Date  
MEA Representative

K. Evans 12-10-18  
Kathy Evans Date  
MEA Representative

### Magnolia School District

David Appling 12/10/18  
David Appling Date  
Executive Director, Human Resources

Teali Fielder 12/10/18  
Teali Fielder Date  
Assistant Superintendent, Business Services