

MEMORANDUM OF UNDERSTANDING
between
MODESTO CITY SCHOOLS
and
MODESTO TEACHERS ASSOCIATION

RE: Summer School 2025 – Expanded Learning Opportunities Program (ELOP)

The Modesto City Schools District (“District”) and Modesto Teachers Association (“Association”) enter into this Memorandum of Understanding (“MOU”) regarding the structure of summer school for the Summer 2025 session.

The Parties recognize that the ongoing effects of COVID-19 on the instructional program necessitate a modification in the structure and delivery of Summer School for the 2025 Summer School session.

The District may offer the following structures during Summer School 2025:

- TK-6 Academic Intervention/Enrichment Activities
- 7-8 Academic Intervention/Course Recovery/Enrichment Activities
- 9-12 First Look/Course Recovery/Enrichment Activities
- 7-12 Academic Improvement (Intersession model) – limited to three (3) days
- Extended School Year (ESY) – Special Education
- Enrichment Opportunities
- Early Childhood Education (ECE)
- Migrant Education Program
- Bridge Program (e.g. TK to Kindergarten; 6th to 7th; 8th to 9th)

The Parties agree to the structure and delivery of Summer School as outlined below, consistent with Summer School 2024 implementation.

1. **TK-6 Academic Intervention/Enrichment Activities Summer Program**

- a. School sites will house individual summer school programs, on site, focusing on the academic intervention needs of students from their respective schools. School sites unable to hold summer school programs at their sites due to summer construction projects will be combined with schools that will be operating summer school.
- b. The TK-6 academic intervention summer school shall consist of 20 instructional days plus one workday. Should class attendance decrease by the third full day, classes may be combined, which may result in less work days than the maximum. Minimum class sizes will be ten (10) students and the maximum will be the current TK-6 class size maximums. This does not apply to Extended Summer Year (ESY) which requires 20 instructional days.
- c. TK-6 teachers will have no more than four (4) hours of instructional engagement (student contact) time per day, and will be compensated for 4.5 hours per day.

- d. Teachers will support students by:
 - Conducting assessment tests to determine learning loss and academic needs
 - Planning and delivering grade-appropriate instruction based on academic standards
 - Monitoring and reporting of student progress.
 - Attending professional development to implement summer curriculum (as applicable) – paid at the Curriculum Development rate.
 - e. TK-6 teachers will be paid at the agreed upon flat rate of \$80 per hour. The compensation rate for the required teacher workday for TK-6 will be \$80 per hour for up to but not to exceed 4.5 hours. TK-6 teachers who participate in the optional training provided prior to the start of TK-6 summer school will be compensated at the Curriculum Development rate for up to four (4) hours of training.
 - f. Student to teacher ratio for TK-6 Academic Intervention Summer School will be the same as contractual class size maximums during the regular school year.
 - g. Teachers shall call for a substitute should they need to miss a work day. Unless sharing a position, which must be pre-approved in advance, trading of days is not allowed without prior approval of the respective summer school principal.
2. 7-8 and 9-12 Academic Intervention Summer Program
- a. As determined by the District, school sites will house individual summer school programs, on site, focusing on the academic needs of students from their respective schools and, at the 7-12 level, Academic Improvement (Intersession Model) programs.
 - b. The 7-8 and 9-12 Academic Intervention and Parallel Summer School shall consist of a maximum of 20 instructional days plus one workday. Should class attendance decrease due to students completing the program, classes may be combined, which may result in less work days than the maximum. Minimum class sizes for 7-8 and 9-12 Academic Intervention will be fifteen (15) students and the maximum will be the same as contractual class size maximums during the school year and determinations to combine and/or collapse classes will be based on District need. This does not apply to Extended School Year (ESY) which requires 20 instructional days.
 - c. Should classes need to be combined due to low attendance, preference shall be given to the teacher holding the subject matter credential. If no teacher has the subject matter credential, then preference shall be given to the teacher having the greatest tenure teaching summer school.
 - d. Teachers will be paid for the actual number of days worked, which may be less than the maximum.
 - e. For 7-12 Academic Intervention and Parallel program, teachers in grades 7-12 will have no more than 3.5 hours of instructional engagement (student contact) time per session, and will be compensated for four (4) hours per session. With prior approval from the Director III, Student Support Services (or Senior Director, SELPA for Parallel Program), teachers may be assigned to both a.m. and p.m. sessions (i.e., double-session). Teaching both a.m. and p.m. sessions (i.e., double-session) is voluntary on the part of the teachers.

- f. In addition at 7-12, school sites may offer Academic Improvement (Intersession Model) classes to allow identified students to raise grades and improve academic achievement. Academic Improvement (Intersession Model) may be offered up to four (4) hours per day, with a limit of up to three (3) days. Compensation will be based on actual hours of student contact time, with no additional preparation or compensation provided. Class size will be a minimum of fifteen (15) students (7-12) and the maximum will be the same as contractual class size maximums during the school year.
 - g. Teachers in grades 7-12 will be compensated at the agreed upon rate of \$80 per hour for Academic Intervention, ESY and Academic Improvement (Intersession Model) summer school programs.
 - h. Teachers shall call for a substitute should they need to miss a work day. Unless sharing a position, which must be pre-approved in advance, trading of days is not allowed without prior approval of the respective summer school principal.
 - i. Grade 7-12 Academic Intervention Summer School enrollments shall be limited to 45 students with class size limited to the current 7-12 class size maximums.
 - j. In the Academic Intervention program no students shall be enrolled after the ninth instructional day for a course, unless enrolling in a second course. For students enrolling in a second course, there must be ten (10) instructional days available to complete the second course. Exceptions may be approved by the summer school principal for specific courses based on particular course needs.
 - k. The District will determine the 3.5-hour work schedule for 7-8 and 9-12 Academic Intervention Summer School.
 - l. 7-12 teachers who participate in setting up the learning environment on the provided teacher workday will be compensated at the rate of \$80 per hour for no more than four (4) hours.
 - m. 9-12 teachers who participate in the optional APEX training provided prior to the start of the 9-12 Summer School will be compensated at the Curriculum Development rate and will be eligible for compensation up to four (4) hours.
 - n. 7-12 teachers who provide Home and Hospital Instruction during the summer school time (June and July) will be compensated at the regular Hourly Direct Instruction rate, but must have prior approval from Director III, Student Support Services.
3. Extended School Year (ESY) and Compensatory Education Program for Special Education
- a. ESY Pre-K-12 SDC/Transitions summer school mirrors the conditions listed above for the corresponding grade range. Extended School Year (ESY) instruction may not be less than 20 instructional days and four (4) hours per day. Class size in ESY will be limited to 20 students.

- b. Teachers in ESY and Compensatory Education Program for Special Education will have no more than four (4) hours of instructional engagement (student contact) time per day. Teachers in this program will be compensated for 4.5 hours per day.
- c. The compensation rate for the required teacher workday for teachers in the ESY and Compensatory Education Summer School programs will be \$80 per hour.
- d. ESY and Compensatory Ed teachers who participate in setting up the learning environment on the provided teacher workday will be compensated at the rate of \$80 per hour for no more than 4.5 hours. ESY and Comp Ed teachers who participate in the optional training prior to the start of ESY summer school, if provided, will be compensated at the Curriculum Development rate and will be eligible for compensation up to four (4) hours.

4. Enrichment Opportunities

- a. Intended for students who need support but who do not necessarily need credit recovery or grade improvement
- b. Examples include, but are not limited to:
 - i. Teacher offering Esports opportunities for students.
 - ii. 3-D Printing classes offered to 8th grade students.
 - iii. Floral Design classes offered to 5th and 6th grade students.
 - iv. IB students to prepare for IB exams.
- c. Enrichment Opportunities will be offered at different times of the day than Academic Intervention or Academic Improvement (Intersession Model) programs so as to not conflict with or prevent students from the priority of receiving necessary remediation
- d. Course offerings will be generated based on site needs and teacher/student interest surveys
- e. A minimum enrollment and attendance of ten (10) students is required to offer an Enrichment Class.
- f. The expectation for minimum number of days and hours will be determined based on the individual course and will be reviewed and approved by ELOP administration in advance in order for the course to proceed and be offered
- g. Teachers in the Enrichment Opportunities Summer programs will be compensated at the agreed upon rate of \$80 per hour.

5. 9-12 First Look

- a. “First Look” courses are full year courses offered for the first time during summer school, allowing students to complete the entire curriculum of a course that is typically taught during the regular school year. Priority for teaching these courses will be given to teachers who are credentialed in the relevant subject areas and recruit the minimum of 15 students to participate in completing the course. Grade 9-12 “First Look” enrollments shall be limited to current 9-12 class size maximums.

- b. Teachers of “First Look” courses shall follow a schedule that ensures the full course curriculum is delivered within the full summer session. The District will design a schedule that balances instructional hours with appropriate breaks to maintain student and teacher engagement.
 - c. Teachers will also be allocated preparation time at .5 hours per 3.5 hours of instruction, outside of instructional time, to plan and grade for a full courseload within the condensed summer timeline.
 - d. Any curriculum preparation time before the summer school start date must be submitted for approval by the Director III, Student Support Services and will be compensated at the Curriculum Development rate.
 - e. Teachers will be compensated at the Summer School rate of \$80 per instructional hour. Teaching position can be shared between two credentialed teachers.
 - f. With prior approval from the Director III, Student Support Services, teachers may be assigned to both a.m. and p.m. sessions (i.e., double-session) in the First Look Program. This would result in such a teacher working eight (8) hours (i.e., 3.5+.5 for a.m. and 3.5+.5 for p.m.). Teaching both a.m. and p.m. sessions (i.e., double-session) is voluntary on the part of teachers.
 - g. 9-12 teachers who participate in setting up the learning environment on the provided teacher workday will be compensated at the rate of \$80 per hour for no more than four (4) hours.
6. Migrant Education Program (TK-8)
- a. The District may offer a summer school program for identified Migrant Education students, to include the following provisions:
 - i. Must take place after regular Academic Intervention summer school hours
 - ii. Teachers will have no more than 3.5 hours of instructional engagement (student contact time) per day, and will be compensated for 4.5 hours per day
 - iii. The additional 60 minutes is for the purpose of providing preparation time, including preparation of lesson plans which are required components of the Migrant Program
 - iv. Teachers may have combination classes with up to but not exceeding two (2) consecutive grade levels
 - v. The District will determine the 3.5 hour work schedule for Migrant Education Summer School
 - vi. Teachers in the Migrant Education Summer Program will be compensated at the agreed upon rate of \$80 per hour
 - vii. Teachers who participate in setting up the learning environment on the provided teacher workday will be compensated at the rate of \$80 per hour for no more than four (4) hours
 - viii. Teachers who participate in the optional training prior to the start of the Migrant Education Program, if provided, will be compensated at the Curriculum Development rate up to four (4) hours.

7. Early Childhood Education “ECE”

- a. The pay rate for ECE State Preschool certificated employees working Summer School for the 2025 Summer Session shall be a flat rate of \$45.00 per hour
- b. The pay rate for ECE Head Start certificated employees working Summer School for the 2025 Summer Session shall be a flat rate of \$45.00 per hour

8. Summer Bridge Programs:

- a. Summer Bridge programs are designed to provide the support and connections necessary for a smooth transition between critical grade spans. The District offers the following Bridge programs:
 - i. TK Summer Bridge
 1. Welcomes incoming TK students to their new school environment during the summer.
 - ii. Kinder Summer Bridge
 1. Welcomes incoming kindergarteners to their new school environment during the summer.
 - iii. 6th to 7th Grade Summer Bridge
 1. As students transition to junior high, the 6th to 7th Grade Summer Bridge program helps incoming 7th graders connect with and adjust to their larger, more complex school environment.
 - iv. 8th to 9th Grade Summer Bridge
 1. For students preparing to enter high school, the 8th to 9th Grade Summer Bridge program provides guidance and support for incoming 9th graders.
 - v. Teachers in Summer Bridge programs will have no more than 3.5 hours of instructional engagement (student contact) time per day and will be compensated for four (4) hours per day.
 - vi. Teachers in Summer Bridge will be compensated at the agreed upon rate of \$80 per hour.
 - vii. Teachers who participate in setting up the learning environment on the provided teacher workday will be compensated at the rate of \$80 per hour for no more than four (4) hours.
9. Rights to summer school assignments shall remain status quo and only apply to traditional 9-12 Academic Intervention summer school and ESY. Participation in new summer school programs (e.g. Academic Improvement – Intersession Model and Enrichment Opportunities) will not secure any rights for summer school assignments in the future. Teachers who are selected to 7-8 Academic Intervention and ESY through an interview process shall retain rights for subsequent years going forward. Should the District reduce levels of service needed, not all teachers with rights will be guaranteed work during summer school.
10. Teachers in the Academic Intervention Program, who begin with the first day, will work a minimum of seven (7) days in summer school. For 9-12 Academic Intervention Program work may be assigned at a different location if there is no available work at the teacher's home site. At TK-6, work may be assigned in a different classroom at the same site to ensure the seven (7) day minimum. This provision does not apply to teachers and substitute teachers who are appointed

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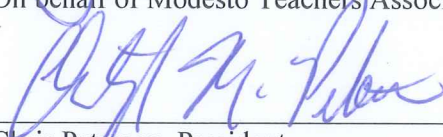
to summer school positions, or to Enrichment Opportunities or Academic Improvement (Intersession model) programs.

11. Substitute teachers will be paid at the current hourly rate of \$45 per hour.
12. This MOU shall expire on August 1, 2025 but may be extended by mutual written agreement.
13. The provisions of this Agreement shall not be precedent setting for any purpose nor shall they be considered a past practice or evidence of a past practice for any future purpose.



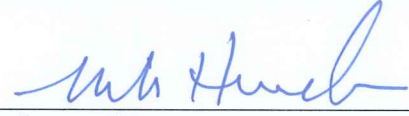
Yaser Herrera, Executive Director
On behalf of Modesto Teachers Association

Dated: 4/15/25



Chris Peterson, President
On behalf of Modesto Teachers Association

Dated: 4-15-25



Mike Henderson
Associate Superintendent, Human Resources
On behalf of Modesto City Schools

Dated: 4/15/25