

UTP Counter-Proposal #1
April 6, 2018
Time: 3:25 p.m.

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Memorandum of Understanding
Between
Pasadena Unified School District
And
United Teachers of Pasadena
JROTC

This Memorandum of Understanding (MOU) is entered into by and between Pasadena Unified School District (“District”) and United Teachers of Pasadena (“Association”) on April 6, 2018.

The purpose of this MOU is to outline the mutually agreed upon roles and responsibilities of the JROTC Instructors as it relates specifically to kinds of supplemental work for which the District and the Association have mutually agreed.

1. Supplemental Hourly Work Definitions:

a. Required Military Activities/Events

- i. The military requires that each of its JROTC instructors perform specifically identified activities for engagement and leadership development with the cadets.
- ii. The military does not require additional compensation be provided for such work as this is a requirement of all JROTC instructors; supplemental payment is at the discretion of the districts for which JROTC is active.
- iii. The JROTC instructors and cadets must perform and attend the following events annually:
 - a. 6 - Competitive Events
 - b. 4 - Miscellaneous Events
 - a. 1 - Parade
 - b. 3 - Non-Parade
 - c. 1 - Formal Event
 - d. 4 - Color Guard
 - e. 6 - Community Service School Support
 - f. 1 - Community Service Community Support
 - g. 1 - Junior Cadet Leadership Camp (1 week)
 - h. 1 - Cadet Challenge
 - i. 1 - Service Learning

b. Internal Activities/Events

- i. Any event that is made at the request of or on behalf of a school or other District related event that exceeds the required military events.

c. External Activities/Events

- i. Are defined as any event that is requested by community members and/or an organization that exceeds or is outside the scope of the required military events.
- ii. Do not directly support the school sites, school District events and/or events that are sponsored by the District.

2. Supplemental Compensation

a. For work not otherwise defined in 1.a.iii. above, JROTC instructors will be provided compensation up to 50 hours per semester at the supplemental hourly rate of pay in accordance with Appendix A, Salary Schedules of the Collective Bargaining Agreement.

b. For any supplemental compensation, there must be prior approval that includes a time sheet, the Event Approval Document, and signature of a District administrator. The Event Approval Document shall include the following information

1. the event
2. sponsor
3. hours of program
4. approval

c. The unit member shall receive written notification of approval or denial within ten (10) working days of submission.

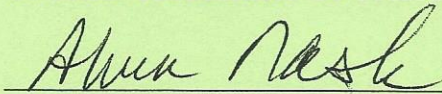
3. The District shall update the current job description to include language specific to kinds of supplemental hours and protocol for approval and accountability no later than April 30, 2018.

4. Parties agree that the terms and conditions of the MOU shall be subject to Article V, Grievance Procedure, of the Collective Bargaining Agreement.

5. Parties agree that provisions of this MOU shall be incorporated into the language of a Tentative Agreement subject to ratification by the United Teachers of Pasadena membership and the Pasadena Unified School District Board of Education no later than December 14, 2018.

Dated: April 6, 2018

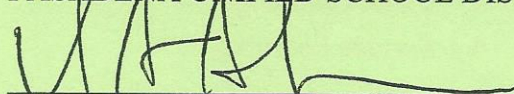
UNITED TEACHERS OF PASADENA



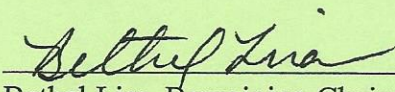
Alvin Nash, President

Dated: April 6, 2018

PASADENA UNIFIED SCHOOL DISTRICT



Meg Abrahamson, Executive Director Human Resources



Bethel Lira, Bargaining Chairperson