

**MEMORANDUM OF UNDERSTANDING BETWEEN
DAVIS JOINT UNIFIED SCHOOL DISTRICT (DISTRICT) AND
DAVIS TEACHERS ASSOCIATION (DTA)**

**SUPPORT FOR ELEMENTARY TEACHERS ASSIGNED TO A MIXED GRADE
CLASSROOM FOR THE 2024-2025 and 2025-2026 SCHOOL YEARS**

This Memorandum of Understanding (MOU) sets forth terms and conditions agreed to by the District and Association ("the parties") for mixed-grade elementary classrooms teaching assignments for the 2024-2025 and 2025-2026 school years. This MOU does not apply to elementary Montessori or Fairfield Elementary classrooms, which have a mixed grade classroom model as part of program design.

1. PURPOSE

The parties jointly acknowledge that due to declining enrollment and tighter staffing at the elementary level, there will be an increased need to have some classrooms contain two grade levels. Mixed-grade classrooms will be known as "combo" classes. Examples of possible combo classrooms are as follows: TK/K, K/1, 1/2, 2/3, 4/5, 5/6. The parties further acknowledge that teaching in a classroom with students of two different grade levels requires additional planning, coordination, differentiation, and instruction.

The parties agree to the following supports and resources will be offered to teachers with these assignments:


2. COMPENSATION AND- PREPARATION

- 2.1 Unit members who are assigned to an elementary combo classroom for the 2024-2025 or 2025-2026 school year will receive a one time stipend of \$1,500 per year. Unit members who are part of a tandem assignment will share the stipend.
- 2.2 Unit members who are assigned to an elementary combo classroom for the 2024-2025 or the 2025-2026 school year who did not teach the same combo grade level the previous year, will receive 14 hours of preparation prior to the start of the school year paid at their hourly rate or \$41/hr, whichever is greater, to revise and develop curriculum that supports a mixed-grade classroom. This includes anyone assigned to a combo class after the start of the school year. If the combo class is taught by a tandem and at least one of the tandem did not teach the same combo in the previous year, both unit members will share the stipend. Unit members will need to submit a timesheet documenting their hours.


Payments are to be made within sixty (60) days of the start of the school year, or a member's assignment date.

3. DURATION

The Memorandum of Understanding will sunset June 30, 2026 unless subsequently otherwise agreed.



Amanda Rayls,
DTA Lead Negotiator



Laura Juanitas,
Associate Superintendent

6/27/24

Date

6/27/24

Date