



**SAUGUS**  
Union School District  
*Excellence in Elementary Education*

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Phone: 661-294-5300 / [www.saugusd.org](http://www.saugusd.org)

**Memorandum of Understanding**  
**between**  
**the Saugus Union School District**  
**and**  
**the Saugus Teachers' Association**  
**May 19, 2021**  
**Extended Learning Time**

The Saugus Union School District (SUSD) and the Saugus Teachers' Association (STA) tentatively agree to the Memorandum of Understanding subject to the approval of the Saugus Union School District Governing Board and the membership of STA. The Memorandum of Understanding, once approved by both parties, will become effective through the 2021-2022 school year.

**2020-2021 School Year**

Bargaining Unit Members were required to learn and implement new instructional models throughout the 2020-2021 school year due to the COVID-19 pandemic. Multiple changes due to the Los Angeles County Department of Public Health (LADPH) protocols required Bargaining Unit Members to engage in additional training, planning, and implementation of safety protocols. As such, Bargaining Unit Members will receive a one-time \$2000 stipend/bonus for the 2020-21 school year only. The stipend will be prorated based on 186 days of service for shared contracts and Bargaining Unit Members who were on leave of absence for part of the school year. Employees with mid-year retirements or resignations do not qualify for the stipend.

**2021-2021 School Year – Extended Learning Time**

- Instructional Time will be extended for the 2021-2022 school year as follows:
  - Regular school day: add 15 minutes to the beginning of the day and 15 minutes to the end of the day
  - Early Release Days: add 15 minutes to the beginning of the day. End time remains the same as 2019-2020 bell schedule.

- Minimum Days: add 15 minutes to the beginning of the day. End time remains the same as 2019-2020 bell schedule.
- Certificated staff will report to work 15 minutes prior to the start of school.
- Recess and Lunch durations will remain the same as the 2019-2020 school year at each site. Sites may mutually determine the times of recess and lunch.
- Teachers will walk students to their dismissal location. Teachers will not be required to do valet.
- Digital Independent Home Study (DIHS) will meet the extended 30 minutes through synchronous, asynchronous, or a combination as appropriate for the grade level.
- Staff Meetings will be limited to 60 minutes for the 2021-2022 school year only.
- Conference Week will consist of four (4) minimum days and one (1) non-attendance day. This structure will be ongoing after the 2021-22 school year.
- Bargaining Unit Members will be compensated for 30 additional minutes of instruction based on their per diem rate of pay (salary schedule attached)
- Start times may need to be altered for Special Education classes due to bussing schedules.

This MOU is for the 2021-2022 school year only. Instructional minutes and related salary increase will return to contractual minutes and the 2020-2021 salary schedule.

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5/20/2021

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Jennifer Stevenson  
Assistant Superintendent Human Resources  
Saugus Union School District

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5/20/2021

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Amy King  
Lead Negotiator  
Saugus Teachers Association