

# Memorandum of Agreement

Between  
Apple Valley Unified School District  
And  
Apple Valley Unified Teachers' Association

The parties recognize that it is to the advantage of the District, the Association, and the community for the AVUTA President to take an active role to foster a positive work environment for employees and a positive learning environment for students. The parties also understand the importance to build a positive, collaborative, and pro-active problem solving approach to issues. The AVUTA President shall be released from his/her regular duties in the District and classified as a Teacher on Special Assignment.

- The AVUTA President and Superintendent or designee shall collaboratively establish office hours (start and end time) and submit to Superintendent or designee prior to start of school year. The primary work location will be the AVUTA office at the Educational Support Center (ESC). The AVUTA president shall work in accordance with Article 13- Hours and Adjunct Duties.
- The AVUTA President shall maintain a mutually agreed upon electronic calendar format. This calendar shall log site visits and/or meetings within and outside the district. Due to confidentiality, who the president is meeting with and the topic are not required to be included on the calendar.
- The AVUTA President shall be placed under Human Resources for purposes of leave and administrative organization.
- The District shall pay for all health and welfare costs up to the cap for the AVUTA President, as well as all statutory benefits that are paid by the District on behalf of all other certificated bargaining unit members. The AVUTA President shall receive full State Teachers' Retirement System (STRS) service credit for all contracted work days to the extent permitted by law and by STRS.
- The AVUTA President shall have access to all District sites. The AVUTA President must abide by all District policies and site procedures as it relates to visitors on campus including, but not limited to, visitor sign in processes and assurances of not disrupting the educational process. The AVUTA President will provide the appropriate principal or supervisor with relevant information after each site visit.