MEMORANDUM OF UNDERSTANDING

Tracy Unified School District & Tracy Educators Association

March 4, 2026

Saturday Academy

Tracy Educators Association ("TEA") and Tracy Unified School District ("District") agree to the following regarding the implementation of the District's Saturday Academy, which is designed to provide additional academic support and enrichment opportunities for students.

1. Purpose

The purpose of this MOU is to establish compensation, staffing expectations, and program guidelines for the District's Saturday Academy.

2. Staffing and Compensation

A. Teacher Compensation

- Teachers assigned to Saturday Academy shall be compensated for up to six (6) hours at the Supplemental Instruction Rate, Appendix E, of the TEA Master Agreement.

Hours include direct instruction, student supervision, and reasonable preparation time associated with the Saturday Academy session.

B. Lead Teacher Compensation

- Each Saturday Academy session shall include one lead teacher per site of Academy operation.
- The Lead Teacher shall be compensated for up to eight (8) hours at the TUSD Supplemental Instruction Rate, Appendix E, of the TEA Master Agreement.
- The additional two (2) hours are intended to compensate for coordination responsibilities, including but not limited to:

    1. Collaborating with administration
    2. Organizing materials and schedules
    3. Supporting participating teachers
    4. Serving as point of contact during the session

C. On-Call Administrator

The District shall designate an on-call administrator for each Saturday Academy session. The administrator shall be available for student discipline matters, and emergency response during the full duration of the program.

3. Selection Process

A. Participation

1. Participation in Saturday Academy shall be voluntary.
2. The District shall annually solicit volunteers from TEA bargaining unit members.

3. If the number of volunteers exceeds available positions, assignments shall rotate to ensure equitable access to extra service opportunities.

B. Inclusion of New Teachers

To encourage participation and professional growth:

1. First- and second-year teachers shall be actively invited to participate.
2. The lead teacher may provide optional mentorship support for new participants.

4. Lead Teacher Selection

- To ensure transparency and fairness, the Lead Teacher position shall be filled through an interest form process open to all participating teachers. If multiple teachers express interest, selection shall occur through a rotational system among qualified volunteers.

No teacher shall serve as Lead Teacher for more than five consecutive sessions unless no other qualified volunteer is available after exhausting the rotation system among qualified volunteers.

Saturday Academy volunteers may bring their own TUSD-enrolled children to the age-appropriate Saturday Academy program at the site to which they are assigned. Saturday Academy volunteers must register their TUSD-enrolled students through the registration process for all Saturday Academy students.

Both parties acknowledge implementation of this MOU is dependent on TEA ratification and ratification by the Board of Trustees. Should this agreement fail to be ratified, the parties agree to meet and negotiate this matter.

Nothing in this MOU is intended to establish past practice or precedent.

This MOU will expire on July 31, 2027.

Agreed to this 4th day of March 2026.

Tammy Jalique, Assoc. Supt. for Human Resources

Anthony Irizarry, TEA President

John Moss Negotiations Chair