

**ONTARIO-MONTCLAIR SCHOOL DISTRICT**  
Ontario, California

**MEMORANDUM OF UNDERSTANDING**  
February 5, 2008

**PERIOD SUBSTITUTE PAY**

The following is hereby agreed and understood by and between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association: Article XX, Definitions, Section K., Period Sub Pay:

Each site will develop a plan when a substitute teacher is not available. The plan will include the following procedures for coverage for the affected classrooms(s):

For Middle Schools: The administrator will first ask for volunteers. If no one volunteers for a particular period the administrator may assign unit members, provided that such assignment is done in an equitable manner from among all available unit members.

For Elementary Schools: The administrator will first make sure that assignments are equitably distributed among available non-classroom, certificated staff and that no unit member shall be required to provide substitute coverage for more than six (6) hours in one week.

In the event that non-classroom, certificated staff is unavailable, the administrator shall divide students among other classrooms in a fashion that will have the least impact on the instructional program. However, no unit member should have more than eight (8) students assigned to their class at any one time.

Compensation:


Unit members who provide substitute coverage shall be compensated as follows:

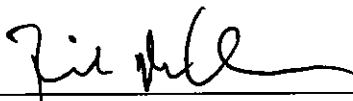
Middle School – Unit members shall be paid at 1/5 of the substitute daily rate for each period of coverage they provided.

Elementary – Unit members shall be compensated at the substitute daily rate, divided by the number of unit members who provided coverage. If the coverage is for less than a full school day, the amount shall be pro rated.

All other issues related to Article XX, Definitions, will be governed by the Collective Bargaining Agreement between the Ontario-Montclair School District and the Ontario-Montclair Teachers Association.

Further, it is hereby agreed and understood by all parties that the terms and conditions of this Memorandum of Understanding ("MOU") in no way constitute a precedent, nor does it constitute a past practice.

  
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James P. Kidwell  
Deputy Superintendent  
Human Resources

  
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Rick McClure  
President  
OMTA

3/12/08  
Date

3/12/08  
Date