

Memorandum of Understanding
Glendale Teachers Association and Glendale Unified School District

Extended Day Kindergarten

The Glendale Teachers Association (“The Association”) and the Glendale Unified School District (“The District”) hereby enter this memorandum of understanding (“MOU”) regarding the impacts and effects of the potential District decision to extend daily instructional minutes at the Kindergarten level in accordance with California Ed Code, Section 8973, which currently states

Notwithstanding any other provision of law, the kindergarten schoolday in an early primary program conducted pursuant to Section 8972 may exceed four hours, exclusive of recesses, provided that both of the following conditions are met:

(a) The governing board of a school district declares that the extended-day kindergarten program does not exceed the length of the primary school day.

(b) The extended-day kindergarten program takes into account ample opportunity for both active and quiet activities within an integrated, experiential, and developmentally appropriate educational program.

The Association and the District share an interest in providing high-quality instruction that meets the academic, social/emotional, and physical needs of all students.

1. SECOND ADULT: Beginning no later than the first day of instruction, each Kindergarten classroom shall have at least one properly qualified additional District-employed adult for at least ~~sixty (60)~~ **ninety (90) consecutive minutes (exclusive of recess and lunch)** of every instructional school day. This shall be in addition to any Special Education Assistants working with students in the class. **The Principal will make all efforts to work with the Kindergarten team to place the second adult in the classroom during core academic instruction (e.g. math, English, targeted ELD instruction) and not during library, music, etc.** ~~These efforts will include at least one meeting during the contractual days before the instructional year begins where the Principal and Kindergarten teachers will review the schedule.~~
2. COMBINATION CLASSES: Should the District roster Kindergarten students to a grade-level combination class, such as a K-1 Combo or TK-K Combo, that classroom shall be supported by an additional properly qualified adult employee for at least ~~one~~

~~hundred twenty (120)~~ one hundred eighty (180) one hundred fifty (150) minutes of every school day.

~~SPECIAL EDUCATION: When Special Education students are assigned to general education Kindergarten classrooms, the District shall ensure that these students are equitably distributed among the general education Kindergarten classrooms at the school site~~

3. CLASSROOM MATERIALS: The District shall allocate adequate funds to provide **each new Kindergarten classroom** with the materials outlined in Appendix A (at minimum) as requested by the Classroom teacher.
4. ~~PARENT CONFERENCES: Kindergarten teachers will make reasonable efforts to schedule parent conferences on the designated full ("report card") day and minimum day set aside for parent conferences, and shall receive one (1) additional full day of release time for parent conferences per Article 7 Section 9.h. In addition, each elementary school site shall schedule floating full day substitute(s) at a ratio of one full day substitute per three Kindergarten classrooms so that Kindergarten teachers may schedule overflow parent conferences. The Principal and Kindergarten team shall collaborate on scheduling this full day substitute. Reasonable space shall be provided for parent conferences outside of the classroom when students are present.~~

~~ESGI TESTING: At any time during the 1st trimester, Kindergarten teachers shall receive two (2) full day release days in the first trimester of the school year for the purpose of pulling out students on their roster and administering one-on-one assessments (ESGI).~~

~~For release dates after the fifteenth (15th) day of the contractual year, release days shall be scheduled in advance via a sign-up form teachers will submit within the first fifteen (15) day of the contractual year. Any released time requested and granted may be scheduled by the District to meet school or program needs, including substitute availability concerns. District seniority shall be the tie breaking criteria if more teachers sign up than the intended substitute coverage for that day.~~

PARENT CONFERENCES AND ESGI TESTING: Kindergarten teachers may take up to four (4) release days each school year for the purposes of either administering ESGI testing to students in a one-on-one manner and/or attending parent conferences that are scheduled outside of the designated full "report card" and

minimum days set aside for parent conferences. In addition, each elementary school site shall schedule floating full day substitute(s) at a ratio of one full day substitute per three Kindergarten classrooms so that Kindergarten teachers may schedule overflow parent conferences. During these days, reasonable space shall be provided outside of the classroom so the teacher may meet with parents or administer one-on-one testing. **ESGI and Parent Conference Release days shall not be repurposed to meet any other District need.**

5. RECESS AND LUNCH: Principals shall consult with the Kindergarten team in developing the grade-level rotations for recess and lunch. While their students are at recess and lunch, Kindergarten teachers shall receive their daily relief break per Article 7 Section 7 and daily lunch break per Article 7 Section 2.a.(1).(a).
6. ACCESS TO RESTROOMS: When assigning new classrooms, Kindergarten and Transitional Kindergarten classrooms shall be located within close proximity to restrooms whenever possible.
7. STRUCTURED DISMISSAL: In order to ensure a structured and supportive dismissal process, the Kindergarten instructional day shall end at least twenty (20) minutes prior to the end of the instructional day for grades 1-3 **and, during this time, Kindergarten teachers shall have duty-free preparation time.**
8. PROGRAM REVIEW: On an annual basis during the first five (5) years ~~(this is year two~~ (2) 2024-2025 through 2029-2030 school year) of implementation, the District shall conduct a thorough evaluation of the lengthened school day to determine if students are benefitting in all domains (academic, social, emotional, and physical), as well as the impacts on families, employees, and the District budget. Among other things, this study shall include written reports from the Association and any other exclusive representative of District employees who choose to submit feedback. In order to allow time for the Association to negotiate the impacts of potential program changes that may result from this evaluation, this report shall be finalized and shared with the Association no later than four (4) calendar weeks after the end of the 2nd trimester, and presented to the Board of Education at the next scheduled regular meeting.

This agreement will take effect on the first day of implementation with the opportunity to order classroom materials (#4) starting on the day of signing. The parties recognize that this program is new and this MOU might not address all issues that arise in advance of or during program

implementation. Therefore, either party may reopen this MOU in order to negotiate relevant impacts and effects.

This agreement shall remain in full force and effect until **June 30, 2026**, and may be extended by mutual written agreement.

Sarah Morrison, GTA

Kyle Bruich, GUSD

Appendix A

Recommended Minimum Kindergarten Set-up

Example of products and costs

**Schools will be surveyed to see current needs to bring classrooms up to recommended standard.*

Play		
Kitchen with Stove, Fridge, Food, etc.	Lakeshore Hardwood Kitchen Set Item # LC300X	\$1,379
Imagination Center with Dress-Up clothes, Careers, Farmer, Community	Lakeshore Career Costume Set Item # LC890X	\$399
Puzzles	Classroom Floor Puzzles - Complete Set Item # PP1100X	\$269
Blocks	Hardwood Blocks - Master Set Item # AA612	\$150
Big Legos	BiggoBlocks 96pc Jumbo Blocks Set	\$142
Toys that move (trucks, cars, etc)	Kid-Tough Trucks Item # TR220X	\$97
Explore		
Books		\$600
Light Board Table with letters, beads, etc	Space-Saver Color-Changing Light Table Item # LL526	\$500
Playdough	Play-Doh Ultimate Fun Factory, Great First Play-Doh Set Multipack Set for Kids 3 Years and Up, 47 Tools, 12 Non-Toxic Colors (Amazon Exclusive) 3 ea at \$15	\$45
Specific Art Supplies		
Art Easel	Indoor/Outdoor Painting Center for 4 Item # EE146	\$479
Paint Brushes	All-Purpose Paint Brush Assortment - Set of 30 Item # BA918 x2	\$44
Glue	16 oz bottles x 30	\$120
Tempa Paint (red, green, black, orange, brown, blue, yellow)	Lakeshore Fully Washable Liquid Tempera Paint - Pint Item # PX2020 x10	\$430
Classroom		
30 color square carpet	Calming Colors® A Place for Everyone Carpets Item # PP309	\$549
1 kidney table	500 ea	\$500
5 round tables	350 ea	\$1,800
3 bookshelves	450 ea	\$1,350
36 student chairs	\$68 each	\$2,448
	New Class Room Set Up Estimated Cost	\$13,801