

MEMORANDUM OF UNDERSTANDING
BETWEEN THE COLTON JOINT UNIFIED SCHOOL DISTRICT
AND THE ASSOCIATION OF COLTON EDUCATORS

This Memorandum of Understanding ("MOU") between the Colton Joint Unified School District ("District") and the Association of Colton Educators ("ACE") (collectively, "the Parties") is entered into for the purpose of memorializing the Parties' mutual understanding regarding the work year and workday of the Community Schools District Facilitator Curriculum Program Specialist (CPS).

WHEREAS, the California Community Schools Partnership Program (CCSPP) Framework identifies Collaborative Leadership Practices as one of the Four Pillars necessary for successful Community School implementation; and

WHEREAS, the District Community Schools Facilitator (CPS) job description states that the Facilitator is a member of the District Leadership Team and "will share these roles and responsibilities with a District Community Schools Coordinator"; and

WHEREAS, the Community Schools District Facilitator and CCSPP District Coordinator positions were created to function as equal partners in the planning, implementation, monitoring, and sustainability of the Community Schools initiative; and

WHEREAS, both positions perform substantially similar districtwide responsibilities including grant implementation, partnership development, advisory council facilitation, family and community engagement, needs assessments, asset mapping, data analysis, and continuous improvement planning; and

WHEREAS, meaningful implementation of the Community Schools model requires extensive participation in evening, summer, and non-student day activities to build parent leadership, support Community School Advisory Councils, strengthen community partnerships, and ensure authentic shared decision-making;

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. Effective July 15, 2026, the Community Schools District Facilitator, Curriculum Program Specialist (CPS) position shall be assigned an eight (8) hour workday and a one hundred ninety-seven(197) day annual work calendar.
2. The workday and work year of the Community Schools District Facilitator shall match the eight (8) hour, one hundred ninety-seven (197) day calendar assigned to the Curriculum Program Specialist position (ACE CBA, Appendix II).
3. The Parties acknowledge that this work schedule is necessary to ensure effective implementation of the Community Schools Framework and the Collaborative Leadership Practices pillar by allowing both district-level Community Schools leaders to jointly:
 - a. Conduct summer planning, implementation, and grant-management activities;
 - b. Facilitate Community School Advisory Councils and shared decision-making structures;
 - c. Develop and maintain community partnerships;
 - d. Coordinate family engagement and leadership development activities;
 - e. Conduct needs assessments, asset mapping, and continuous improvement processes; and
 - f. Support Community Schools sites through ongoing implementation and sustainability efforts.
4. The Parties further recognize that the extended 197-day calendar and eight-hour workday are necessary due to the significant number of parent involvement and family engagement activities conducted outside of the regular instructional day, including evening meetings, leadership institutes,

advisory council meetings, community forums, partnership development activities, and summer planning sessions. These activities are essential to building community-based leadership capacity and fulfilling the Community Schools commitment to authentic collaborative leadership and shared governance.

5. The Parties agree that assigning a shorter work year or reduced work schedule to the Community Schools District Facilitator position would limit the position's ability to fully participate in the shared leadership model and would create an imbalance in responsibilities between the two district-level Community Schools leadership positions.
6. This MOU is unique unto itself and shall not establish precedent for any future negotiations except as specifically related to the Community Schools District Facilitator position.
7. This MOU shall remain in effect unless modified by mutual agreement of the Parties.

ASSOCIATION OF COLTON EDUCATORS

COLTON JOINT UNIFIED SCHOOL DISTRICT

Cristina Puraci 7/22/26

[Signature] 7/22/26

Cristina Puraci, President Date

Assistant Superintendent, Human Resources Date