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YUCAIPA-CALIMESA JOINT UNIFIED SCHOOL DISTRICT (The District)
to
YUCAIPA-CALIMESA EDUCATORS ASSOCIATION (YCEA)

YCEA President Release Time MOU
May 1, 2026

AGREEMENT REGARDING ELECTED UNION OFFICER RELEASE TIME BASED ON EDUCATION CODE 44987

This Memorandum of Understanding ("MOU") is entered into by and between the Yucaipa-Calimesa Joint Unified School District ("District") and the Yucaipa-Calimesa Educators Association/CTA/NEA ("Association"). Both parties agree that the following will be in effect for the 2026-2027 school year and is non-precedent setting.

A. Christine Dougherty has been elected to serve as President of the Yucaipa-Calimesa Educators Association (YCEA) for a period that includes the 2026-2027 school year, and

B. Under California Education Code 44987, the president has a right to be released from their duties as a certificated employee of the District to conduct Association business on a leave of absence without any loss of pay or benefits; and

C. Under Education Code 44987, the District is entitled to reimbursement by the Association for this requested statutory leave of absence; and

D. Through this agreement, Christine Dougherty seeks leave time under California Education Code 44987 that is in addition to and separate from any type of Association release time that is currently provided for in our current Collective Bargaining Agreement.

AGREEMENT

For the 2026-2027 school year, the District and the Association agree to set aside the contract language in Article 13.8 of the Collective Bargaining Agreement regarding "Association President Release Time." In its place, the District and YCEA agree to the following:

1. The Association President will be on full release, responsible for conducting Association business for a minimum of six hours per workday, yet on a flexible work schedule. If the Association President held an eight-hour position prior to being selected as the Association President, they will conduct Association business for eight hours per workday, on a flexible work schedule.

2. The District shall pay the Association President's full salary for 50% of their workdays, including all statutory costs.

3. The Association shall pay the certificated teacher substitute rate for 41% of the Association President's workdays. The District shall pay the differential costs associated with this 41% – the difference between the certificated teacher substitute rate and the Association President's full salary (including all statutory costs). The Association will comply with its obligations under Education Code 44987 by ensuring that the District be reimbursed at the certificated teacher substitute rate associated with this 41% upon receipt of regular invoices submitted by the District.

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4. The Association shall pay the Association President's full salary for 9% of their workdays, including all statutory costs. The Association will comply with its obligations under Education Code 44987 by ensuring that the District be reimbursed for all costs associated with this 9% (including salary and benefits, health and welfare benefits, taxes and fees, and employer STRS contributions) upon receipt of regular invoices submitted by the District.

5. This agreement shall begin on August 3, 2026, and end on June 3, 2027. This agreement can be extended by mutual written agreement, but it is not precedent setting.

For the District

Cali Binks, YCJUSD Superintendent

5-4-26

Date

For YCEA

DocuSigned by:
Kathryn Elliott

Kathryn Elliott, YCEA Vice President

5/8/2026

Date